



Committed to a Higher Standard of Quality

JOB DESCRIPTION

FORMULATION SCIENTIST

SUMMARY

Exciting opportunity for a Functional Manager of our R&D Laboratory, to develop and execute R&D plans and protocols, in order to develop new products, primarily in the personal care and/or home care product categories. Responsible for managing projects from concept to proof of principle, including identifying new ingredients and technologies, formula development, product evaluations and testing, as well as scale up and compatibility testing. Experienced hands-on formulation chemist, with knowledge of analytical chemistry tests and methods.

ESSENTIAL FUNCTIONS AND BASIC DUTIES

- Leads R&D product development activities.
- Leads all formulation development activities for assigned projects and ensures all milestones are met.
- Identifies technical and project risks and ensures strategies are developed to effectively mitigate risks.
- Develops, writes and validates test methods, as needed, to evaluate performance of products and prototypes.
- Tests products and prototypes and reports product performance to Marketing and Sales.
- Ensures key documentation is completed (specifications, batch sheets) prior to product launch.
- Keeps organized, concise documentation on all experimental designs and test results.
- Knowledgeable about R&D processes and product commercialization; understands the product development process from concept, formula development, product evaluation and scale up through product launch.
- Ensures physical stability, performance criteria, processing capabilities, toxicological testing, microbiological testing, meeting claims targets, consumer appeal, cost effectiveness and commercial feasibility.
- Identifies gaps in consumer needs and opportunities; understands business needs and competitive landscape; develops ideas, concepts and prototypes to support the business.
- Evaluates competitive products, identifies new concepts, trends, technologies, claims that can be leveraged into new products or upgrade existing products.



- Maintains awareness of technical development in related fields of science, as well as consumer and market trends in personal care innovation.
- Understands patents and technical literature, to use them in generating new ideas / concepts.
- Establishes meaningful relationships with key suppliers; works with suppliers in identifying new ingredients and technologies to support marketing plans and exploratory programs.

QUALIFICATIONS

EDUCATION: Bachelors' Degree in Chemistry or in a related scientific discipline.

EXPERIENCE: 7+ years of experience in formulation and product development; personal care products and formulations (especially skincare), ingredients, technologies, manufacturing processes; product development processes from concept to commercialization; competitive landscape and consumer/market trends in personal care.

SKILLS / ABILITIES:

- Demonstrated ability to effectively manage projects, set objectives and identify resources / processes necessary to accomplish goals.
- Strong formulation, problem solving, project management, interpersonal, written and oral communication skills.
- Strong hands-on development experience and working knowledge of personal care and skincare formulations, ingredients, technology, manufacturing processes.
- Excellent organization and planning skills and works well in a team environment.
- Proficiency with computer and Microsoft Office (Outlook, Word, Excel).
- Multi-task oriented, able to work on multiple projects of varying complexity in a fast pace environment.

To apply for the Formulation Scientist position, please forward your resume with contact information to:

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