

## **Manager, Innovation (R&D)**

Delivers projects, ensuring alignment with business needs & calendar. Builds organizational talent & capability through coaching, mentoring & administration of staff. Responsible for overseeing technical work eg by category, brand or product. Leads larger or cross discipline teams, manages priorities & work of teams - planning & assigning work, integrating learnings into project. Expert in the category. Proficient & up-to-date in technical field. Values managerial work - coaching, mentoring & participating in administrative management of their teams – PDP, career planning etc.

- Manages/Directs the activities of the Chemists
- Suggest new ideas for innovative, efficacious products.
- Coordinates development work with marketing groups.
- Oversees coordination of products, package testing, Q.C., technical services, micro, medical, and claims testing regarding details of projects.
- Develops timing schedules and cost of new projects.
- Coordinates responsibilities with external organizations (e.g. raw material suppliers, consultants, independent testing laboratories) to maximize new product development ideas and execute project responsibilities.
- Develops subordinates through appropriate training and counseling. Reviews personnel.
- Troubleshoots product related difficulties in production.
- Assures laboratory is adequately supplied with raw ingredients, components, equipment, etc.
- Work with Legal to find patent, disclosures or new ideas
- Involve collaboration with external vendors
- Keep abreast on what is going on in other industries

### **Additional Job Specification**

- PHD Preferred plus 5 years' experience.
- Ability to seek out new technologies and bring in-house
- Ability to research and have vision about future of cosmetics
- Expert in the category. Understands business strategy, choices, calendar & impact on projects, programs to manage. Ensures clearly communicated to team.
- Understands external environment and manages impact on projects.
- Manages priorities and work of teams, ensuring appropriate resourcing in place to deliver programs
- Counsel management and technical experts on consumer, market, organizational trends and

developments

- Proactively obtains and accepts feedback.
- Trains, develops and improves performance of employees by coaching, ongoing feedback & assignment matching
- Synthesizes information into clear, focused messages. Successfully cascades information clearly and precisely
- Provides technical management judgements that help guide business decisions
- Innovates by providing discontinuous solutions to leading breakthrough propositions within a category
- Proactively identifies and manages technical program challenges and risks for greatest agility and excellence

**Contact Info:**

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