

Product Formulation Senior Scientist – Mary Kay Inc, Lewisville TX

JOB PURPOSE

Conducts developmental research and commercialization of formulas, requiring a thorough foundation and seasoning in a formulation discipline. Projects require theoretical conceptualization and involve experimentation in areas which may have little or no standardized methodology. Incumbent designs an appropriate research methodology and conducts research without technical guidance. Investigates and applies state of the art technology and methods to resolve project issues.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Conducts developmental research projects requiring a thorough foundation in a formulation discipline. Projects require theoretical conceptualization and involve experimentation in areas which may have little or no standardized methodology. Designs the appropriate research methodology and conducts research without technical guidance. Explores the physiochemical properties of raw materials to design and deliver a formulation with the desired end benefits. Understands structure-function relationships and can apply in formulation work. 40%
 2. Independently addresses the technical needs of assigned projects. Complete assigned project responsibilities in support of a project team, communicating individual plans, results, and issues promptly to maximize team success. Work is performed with minimal supervision; incumbent exercises some degree of latitude in determining technical objectives of assignments. Responsible for multiple projects at one time. 20%
 3. Serves as a technical resource within the department, providing guidance for other staff members. Proactively investigates and resolves formula issues. 15%
 4. Initiates independent research projects/product library formulas of variable complexity. 10%
 5. Work cooperatively with team members from other departments to insure successful attainment of objectives and fulfillment of project commitments. May serve as either project team member or leader, representing Product Development Formulation Laboratories. 10%
 6. May supervise junior staff members and/or technicians. Provide technical training, project direction, career development, and feedback on all aspects of performance for staff. Assist staff in preparing goals and objectives. Provide prompt feedback to staff, and recognize and support staff achievements. 5%
- In addition to the above, incumbent is expected to meet the required competencies for this position as defined in the competency profile.

KNOWLEDGE, SKILLS AND ABILITIES

Education Bachelor's/Master's/Ph.D. in Chemistry or a related science.

Experience 5+ yrs/3+ yrs/ 2+ yrs in the cosmetic industry

1. Must possess sound formulation skills, including the ability to independently conduct development work requiring a thorough knowledge of cosmetic formulation.
2. Must be familiar with formulas and patents within an assigned product category, and state-of-the art industry methods of formulating for stability and cost efficiency.
3. Experience in the cosmetic industry is required.
4. Must possess an understanding of the principles of product evaluation, biophysical measurements and consumer testing as it applies to product formulation.
5. Must possess an awareness of basic aesthetics, stability, performance and safety evaluations used within the cosmetic industry.
6. Good oral and written communication skills are required in order to interact with various levels of personnel within and outside the Company.

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