



OPEN POSITION

DIRECTOR PRODUCT DEVELOPMENT

Biocogent, LLC is a premier provider of high technology products and services to the personal care and cosmetic industries. Rooted in biotechnology, Biocogent utilizes pioneering technology in research, development, and manufacturing to provide innovative value-driven functional ingredients and services to its customers.

POSITION SUMMARY:

The **Director of Product Development** will lead the research and development department of Biocogent. They will be responsible for (1) innovating and developing new products that align with market trends, provide solutions for customers, and become industry standards, and (2) creating and managing an efficient R&D process that operates with integrity and meets/exceeds performance standards. This position is responsible for research, identification, analysis, and development of new commercial bio-functional ingredients for skincare. The Director of Product Development promotes ideation, discovery and initiates the development process, and tracks projects to create novel high quality functional and commercial products (ingredients) while meeting timelines. This position is primarily internal but will require meetings and technical discussions with customers and the company's sales and marketing teams. The Director of Product Development will work with the company's patent council on patentable discoveries and promote the company through periodic technical publications in industry trade journals. In addition, the position works closely with marketing, manufacturing, and quality teams to support customers on technical and quality-related issues. This leader will be passionate about providing solutions to the customer, creating innovative and best-class products for the marketplace, managing and growing the technical staff and subject matter experts (SME's) and championing Biocogent's technologies and culture. This is a key leadership role at the heart of the company's research endeavors and directly impacts the present and future business.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Serve As Technical Expert

- Document, summarize, review, and interpret data; provide timely, robust, and reliable output so data can be used with confidence by the project team;
- Act as SME for all Biocogent research endeavors, innovative products, and services;

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- Demonstrate competency in standard operating procedures and methodologies;
- Create performance metrics and standards with high integrity;
- Assist in the review of relevant GMP procedures;
- Conduct specific research to meet client's general requirements and on a project basis as required;

Drive Product Innovation Agenda

- Conduct research to develop new products, manufacturing procedures, and specifications for new products;
- Serve as a skilled contributor demonstrating collaboration and delivering sustained significant contributions that impact new or improved products;
- Manage and deliver skin functional materials from concept through scale-up to meet customer and market needs;
- Purchase and evaluate competitive products, prepare written assessments inclusive of preparing a quarterly competitive review to be disseminated, and participate in presenting data;
- Actively seek out and address opportunities to build and improve capabilities/systems, including safety; identify where help is required with system deficiencies;
- Review magazines and social media/websites (blogger/vlogger reviews, etc.) to keep abreast of competitive product launches and new technologies.

Collaborate Across the Organization

- Be a team player with Marketing, Operations, Sales, Quality and R&D, aiding in each step of the development process;
- Support marketing and quality teams in dealing with technical and quality issues raised by customers;
- Develop promotional videos discussing Biocogent products and science;
- Provide presentations to customers and travel with the marketing team to meet customers as required;
- Represent Biocogent at various industry conferences; join various industry groups;
- Work on special projects as required.

Develop Research Team

- Inspire and lead a team of scientists to be curious, creative, and passionate;
- Monitor, support, and oversee subordinates' job duties;
- Research competitive marketplace for new products and trends.

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- Drive continuous improvement, efficiency, and return on investment in R&D (all areas of spend).

REQUIREMENTS:

- Ten years' related experience in skin science research with emphasis on product development in skincare, dermatology and biopharmaceutical based non-prescription treatments.
- Ph.D. in biology, molecular biology, microbiology, or biochemistry, preferred;
- Strong basis in assay development, current methods used in skin science (in-vitro assays, ex-vivo assays, protein and nucleic acid analysis, chromatography, RT-PCR, etc.)
- Strong influencing skills with the courage to manage people and confidently express an independent point of view;
- Excellent problem-analysis, troubleshooting, problem-solving, and decision-making skills;
- Proactive mindset to seek information to create practical solutions;
- Proven ability to build rapport while providing superior service and maintaining positive relationships with internal teams, clients, and external vendors/contacts;
- Ability to work independently and as a team member interfacing with multiple teams;
- Positive attitude, professional disposition, and ability to interface effectively with all levels of the organization;
- Highly collaborative, driven, and self-motivated with a positive attitude; Results-driven;
- Ability to keep pace in a fast-moving and dynamic business environment;
- Excellent listener and communicator with an approachable style;
- Strong developer of people and cultivator of engagement and teamwork;
- Excellent judgment in people, selection, and leadership;
- Excellent organizational skills with the ability to manage multiple projects;
- Strong analysis and data analytic skills; ability to do and to direct others;
- Proven creative and brain-storming skills; ability to inspire others and develop new immersive experiences that drive results;
- Passion for learning and teaching.

MANAGEMENT RESPONSIBILITIES:

- Yes.

WORK ENVIRONMENT:

The noise level in the work environment is usually moderate.

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PHYSICAL DEMANDS:

While performing the duties of this job, the employee is regularly required to stand; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee frequently is required to walk and sit. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, depth perception, and ability to adjust focus.

If you meet these qualifications and want to work for an industry leader on Long Island, please forward your resume to:

**Larry Kick, MA, SPHR, SHRM-SCP, Notary
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