

Kao Brands Company is a leading marketer of beauty care products. Innovative business practices and breakthrough product introductions have propelled Kao Brands Company to enjoy world-wide success with its much-loved Jergens skincare products and other popular brands including Bioré, Curél, Ban, and the John Frieda professional haircare brands of Sheer Blonde, Brilliant Brunette, Frizz-Ease, and most recently Luxurious Volume. We look for innovative, entrepreneurial professionals with fresh ideas who would like to be part of a dynamic growing company. If you've got what it takes to join our fast-paced organization, consider the following opportunity as a Research and Development Microbiologist.

Job Responsibilities:

- Directs development and launch of appropriate, balanced microbiological preservation systems in all new and reformulated KBC products, worldwide. This goes beyond use of chemical preservatives to consider the "whole product" including packaging, formula composition and specifications as well as method of manufacturing. Results in lower levels of more types of chemical preservatives in KBC products.
- Directs development and implementation of appropriate challenge testing programs required to validate the appropriateness of the preservation systems in new and reformulated KBC products. Results in fewer PET tests run.
- Demonstrates consistency of testing protocols with Kao Global and US industry best practices by close collaboration with the former and by benchmarking with the latter.
- Training and mentoring of R&D staff enabling them to make better decisions on microbiology as they develop new formulas and packages.

Additionally the R&D Microbiologists is a critical linkage to and leader of

- Kao Microbiological Control
- Professional organizations within the US and abroad such as PCPC, ASM and ISO.
 - This results in:
 - Use of appropriate test designs, in line with Kao and US standards.
 - Providing information on leading edge developments in microbiology to
 - Kao and KBC R&D

Areas of Responsibility

- Leadership to KBC R&D formulators, in developing preservative packages for the "whole product". These interactions should be frequent and extensive, starting early in the development process. Optimization of chemical preservatives mixture based on type used, level and the impact of non chemical factors.
- Expand this "early and often" guidance to Package Development.
- Directs development of preservative efficacy testing protocols that are in-line with Kao Global standards and are consistent with US best practices. Interpretation of test results, and determining next steps with formulators. Provide scientific explanations of what is happening to formulators / packaging engineers, as well as the results.
- Creates programs to ensure that Preservative Efficacy tests are run properly.
- Approval that new and reformulated products are adequately preserved (as required by EU Cosmetic Regulation [Recast]).
- Training and mentoring of R&D personnel in microbiology.
- Leveraging linkages and providing leadership to Kao Microbiological Control and professional associations in the US and EU.
- Working with suppliers to identify new preservative systems, to replace those currently under threat. Assessment of those new systems in KBC products.

Job Requirements

- Graduate degree with at least 10 years of experience in Microbiology. Experience leading microbiology at a consumer products company, preferably with personal care products.
- Design of Microbiological Control Processes within KBC R&D. Ensuring that good microbiological control is designed into formulas and packaging as they are developed.
 - Determination of appropriate testing required for new and formulated KBC products. What needs to be tested and how.
 - Approval that new and reformulated products are adequately preserved (as required by EU Cosmetic Regulation [Recast]).
 - That new preservatives have adequate efficacy for use at KBC.
- Directs and develops process for evaluating the "whole product" for microbiological integrity. This involves:
 - Working with formulators on the formula to understand how it effects the chemical preservatives used. Optimization of the type and level of chemical preservatives.
 - Set up process to help packaging development engineers optimize packages to support microbiological integrity.
- Directs and develops preservative efficacy testing procedures and standards to assess the sufficiency of preservation systems against secondary (consumer) contamination. Ensure that the standards and methods are aligned against Kao procedures and US / Global (ISO) best practices.
 - Evaluate new preservatives to replace those currently under threat of banning.

Kao Brands Company offers a challenging work environment, career advancement opportunities, competitive salaries, and an excellent benefits package. If interested and qualified, please submit your resume and salary expectations. Only complete submissions will be reviewed.

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An Equal Opportunity Employer

M/F/D/V