

## Technical / Development /Application Chemist for Fluids/Chemicals/Personal Care

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*Shin-Etsu Silicones has been producing silicones for over 40 years. We have successfully endeavored to develop our own production processes without generating environmental pollution. Through complete production process management and computerized manufacturing and distribution control systems, we assure a high quality product and reliable supply. Through thorough understanding of the silicone production process and a feeling of environmental responsibility, we focus on an efficient production process from the financial and environmental perspective.*

*Manufacturers around the world rely on Shin-Etsu Silicones for advanced productivity in silicone technology. From healthcare to automotive and electronics to cosmetics, Shin-Etsu provides premium silicone compounds to improve product performance, reliability and enhanced visual and sensory properties for ultimate yield realization.*

*Shin-Etsu is opening a small lab in Totowa, NJ in the beginning of 2011 and will be looking for a chemist, who will eventually become the manager of this facility.*

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**Position Purpose:** To develop technical plans which meet business needs and to organize resources necessary to carry out those technical plans. To also provide technical support to customers, production, and sales. To direct all aspects of the development and commercialization of the Fluids/Cosmetics division and to oversee the quality needs of the business.

**Organization:** Reports to TBD. Direct TBD.

### **Key Responsibilities:**

#### **<Customer and Sales support>**

1. Provide prompt technical support (material/application) to support the sales team and customers.
2. Create and maintain good relationships with the customer's technical personnel.
3. Create sales support tools and lead sales/customer on how to use company materials (Presentation, technical literature, formulation, application data, sample kits, work shop tool etc.)
4. Provide effective technical service to customers based on the in-depth knowledge of products and the industry. This may be accomplished through phone contact and/or through personal visits.
5. Attend and support industrial trade shows.
6. Support trouble shooting (sometimes urgent) issues with the customer's product/formulation.
7. Coordinate regulatory request ("coding") with company related personnel.
8. Provide presentation to sales people and customers for training and promoting of products.

#### **<Initiation of technical projects which lead to sales increase>**

9. Have a deep understanding of our material strength/uniqueness/weakness vs. competing material in cosmetic and personal care from various possible sources.
10. Initiate and plan/manager technical projects.
11. Initiate new product development projects based on the customer's needs, current market trends and Silicone Fluids/Cosmetic Division strategy.

12. Expedite the progress of technical project at customer from technical side.

**<Product Development Management>**

13. Works closely with Production personnel/toll manufacture during development process.
14. Designing new products based on the detail of the customer's specifications.
15. Setting specifications, setting up QC method to ensure the quality, issuing COAs until it goes to official production, support governmental registration, create the application data, facilitate scaling up.
16. Assists the production/toll manufacturer with root cause analysis when quality/production discovers a need for corrective. This is mostly done in the areas of formulation and/or processing.
17. Insures products are centered on specifications during formulation and scale-up to production.
18. Participates in the development or revision of technical procedures for quality system requirements.

**<Management of R&D organization and Laboratory>**

19. Lead bi-weekly meeting to set new project assignment, organize and update current support product, prioritize followed by notification to account sales and upper management.
20. Manage the laboratory under safety and regulatory compliance.
21. Manage technical staffs.
22. Train/educate chemist and technician to lead accurate experiment with higher level of knowledge.
23. Increase the motivation of R&D support team for better efficiency of work.

**Types / Nature of Challenges:**

- Ability to handle multiple priorities effectively and quickly.
- Willingness to work as required to meet project deadlines.
- Team Leader.
- Quick response to solve the issues for the company and customer via E-mail, telephone call and/or blackberry. "Willing to help customer" attitude is our policy.
- Communication with international co-worker/customer which may require working time flexibility. (i.e. conference call with Japan from 7:00pm)
- Ability to handle the development of products from conception to complete commercialization with minimal supervision.
- Ability to support the needs of customers in a wide variety of application areas.
- Sense to detect technical/formulation trend in industry.
- Travels to customers/company offices (international travels are optional)
- Ability to understand business perspective when working with various projects.

**Qualifications/Knowledge/Skills:**

Education & Experience:

Minimum of B.S. in Chemical Engineering, Chemistry, Polymers or related field.  
Synthesis skills or/and analytical knowledge is preferred.

**Required:**

- \*Standard computer skills are required (word, excel, power point, E-mail software)
- \*Strong scientific summarizing /presentation skill (experimental results and call report) are required

**Strongly Preferred:**

- \* Formulation experience (skin care/color cosmetic) - especially color cosmetic area.
- \* A minimum of five years in the silicone industry and a broad understanding of silicone chemistry
- \* Supervisory experience of technician/chemist.
- \* IP experience (patent interpretation, procedure etc..)

**Preferred:**

- \*At least 2 published patents

- \*At least 2 public presentation (i.e. American Chemical Society, Cosmetic Society, etc.)
- \*At least 2 publications in journals (i.e. Polymer journal, nature, journal of cosmetic science)
- \*A strong network in the in personal care and silicone industries

**Communications:**

Excellent verbal, written and interpersonal skills.

International communication.

Some Japanese language skill would be beneficial, but not required

**Personal Characteristics:**

A strong interest in silicone chemistry and personal care products.

Self motivated.

Detail oriented.

**Compensation:**

Competitive base salary (dependent on knowledge, skills and abilities)

Excellent family medical and dental benefits

401k (401k matching after one year & immediate vesting)

Employee Assistant Program

Tuition Reimbursement

Vacation immediately

Holiday pay immediately (10 holidays)

Flexible Spending Account

Annual Bonus

Company provided long and short term disability

Company provided life insurance

Interested candidates please contact Jason Guseman (HR Manager) at [jguseman@shinetsusilicones.com](mailto:jguseman@shinetsusilicones.com).