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| **PRIMARY PURPOSE OF THE ROLE** |
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| To create value by leading the development and implementation of new products, materials, processes, or technology, and continued support for commercialized products.  |

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| **ESSENTIAL JOB DUTIES** |
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| * Oversee and implement technology research, prototype development, and product testing.
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| * Lead the effort in materials identification/analysis, optimization and problem solving for fibers, polymers, inks, and additives used in production in collaboration with Operations/Manufacturing teams.
 |
| * Provide functional support in the initiation, design, and development of new raw materials,
 |
| * Drive the research and development of cutting edge/emerging materials and technologies that align to business and product objectives and goals in conjunction with and supported by Senior leadership.
 |
| * Manage 3rd party relationships to progress and accelerate new technologies (NC state, vendor partners, etc.)
 |
| * Oversee the development of product design and specifications for use by product marketing, operations, technical support, and others.
 |
| * Lead raw material initiatives to support customer objectives related to improving cost, quality, and converting performance.
 |
| * Work closely with procurement to generate value propositions through materials testing.
 |
| * Monitor the market (domestic and international) to identify new product technologies to explore the potential to improve products/processes.
 |
| * Develop knowledge and skills to be recognized as an effective implementer of research principles, scientific analysis, and project management.
 |
| * Solve customer & consumer issues by using knowledge and resources from alternative categories internal and external to the company.
 |
| * Utilize the scientific method and data analysis with a creative approach to identify new opportunities and solve complex problems.
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| * Manage a team of R&D professionals that supports all R&D efforts
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| * All other duties as assigned.
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| **SUPERVISORY RESPONSIBILITIES** |
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| **Supervisory Responsibilities:** Yes |
| **Number of Direct Reports:** 2 |

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| **KNOWLEDGE** |
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| **Required Skills/Abilities** |
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| * Experience working in a Research & Development environment with demonstrated results.
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| * Experience working with suppliers to manage the relationship and innovation execution to create value.
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| * Understanding of material properties and their impact on product performance
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| * Advanced Degree (M.S. or PhD) in Paper Science, Chemistry or Engineering preferred
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| * Ten (10) or more years of experience in nonwovens and/or tissue converting manufacturing.
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| * Materials Science experience and expertise in nonwovens and tissue.
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| * Expertise with Stage Gate, Change Management, and Specification Ownership.
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| **Education** |
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| **Min/Preferred** | **Education Level** | **Description** |
| Minimum | 4 Year / Bachelors Degree |  |

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| **Years Of Experience** |
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| **Minimum Years of Experience** | **Maximum Years of Experience** | **Comments** |
| 10 |  |  |

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