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| **TITLE** | | **DATE PREPARED** | **DATE REVISED** | | **DOCUMENT NUMBER** |
| Sr. Product Development Scientist | | 6/22/2022 |  | |  |
| **GRADE** | **SUPERVISORY DUTIES** | **DEPARTMENT** | **LOCATION** | | **REPORTS TO** |
|  | □ YES X NO | Technical | **Corporate** | | Group VP Operations |
| **POSITION SUMMARY** | | | | | |
| The Sr. Product Development Scientist will assist with the development of new business and products by collaborating with teams from Technical, Sales, Marketing, Manufacturing and Commercial Management. Drive the enhancement of new and existing grades to optimize performance and cost competitiveness. Responsible for product selection recommendations for new opportunities based on knowledge of customer needs and internal capabilities. | | | | | |
| **ESSENTIAL FUNCTIONS** | | | | | |
| 1. Develops new opportunities for existing Twin Rivers grades for specialty opportunities where possible. 2. Evaluates inquiries for new product opportunities for feasibility and profitability as dictated by “Stage Gate” 3. Plans and conducts manufacturing trials. Participates in customer evaluations of these trials. Provides leadership for the commercialization of successful developmental efforts. 4. Optimizes new and existing specialty grades based on revised customer requirements and feedback. 5. Lead cross-functional teams to align product development, manufacturing and cost-to-serve initiatives. 6. Works closely with Manufacturing in process improvement, cost reduction and quality improvement projects related to existing specialty grades and development grades. Works closely with suppliers to find new raw material opportunities relating to these areas. 7. Supports the Marketing and Sales as needed to promote new and existing Twin Rivers grades. 8. Works closely with Twin Rivers Sales in the process of locating new specialty paper ideas and potential customers. Participate in specific sales calls and translate potential customer requirements into tangible product specifications and/or trial details. 9. Communicates clearly and effectively both orally and in written form.   *The description above represents the most significant essential duties of the job but does not exclude others.* | | | | | |
| **REQUIRED EDUCATION AND EXPERIENCE** | | | | | |
| Bachelors Degree in Pulp and Paper or Chemical Engineering required   1. Minimum of 5-10 years experience of relative work/leadership experience in the Paper Manufacturing Industry specific to packaging including barrier technology, coating and PFAS-free grades. | | | | | |
| **PREFERRED EDUCATION AND EXPERIENCE** | | | | | |
| Masters Degree   1. Possesses outstanding analytical skills. 2. Excellent written and verbal communication skills. 3. Enjoys leading teams. Proven ability to influence cross-functional teams. 4. Must be expert-level user of Microsoft Excel, PowerPoint, Word and Project. | | | | | |
| **COMPETENCIES** | | | | | |
| Core Competencies: Customer Focus, Contributing to Team Success, Performance Excellence, Business Engagement  Position Competencies: Delegating Responsibility, Continuous Improvement, Planning and Organizing, Building Trust, Aligning Performance for Success | | | | | |
| **WORK ENVIRONMENT** | | | | | |
| The physical requirements listed in this section include, but are not limited to, the motor/physical abilities and skills required of this position in order to successfully undertake the essential duties and responsibilities of this position. In accordance with the Americans with Disabilities Act (ADA), reasonable accommodations may be made to empower individuals with disabilities to undertake the essential duties and responsibilities of the position.  While undertaking the essential duties and responsibilities of this position, the employee must repeatedly move around an office environment, listen, speak, be able to answer a telephone, and enter & retrieve data from a laptop computer and handheld devices. Must be able to travel throughout the manufacturing plant environment and tolerate high temperatures, humidity and high noise levels. Must be able to wear all required Personal Protective Equipment as needed in the plant. The employee will be required to travel to locations throughout North America approximately 10% of the time. | | | | | |
| *The physical requirements listed in this section include, but are not limited to, the motor/physical abilities and skills required of this position in order to successfully undertake the essential duties and responsibilities of this position. In accordance with the Americans with Disabilities Act (ADA), reasonable accommodations may be made to empower individuals with disabilities to undertake the essential duties and responsibilities of the position.* | | | | | |
| **Department Manager** | | Date | **Human Resources** | Date | |
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*Note: This position description provides a working overview of the subject position and may be adjusted from time to time to recognize operational needs and process evaluations. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.*