



## JOB DESCRIPTION

Job Title and Number: Research and Development Technical Leader  
 EEOC Number and Classification: #20425; Professional  
 Reports to: Research and Development Team Leader  
 Status: Exempt

Date: November 10, 2009

**Job Summary:** A Research and Development Technical Lead champions new product development and acts as technical liaison for process improvement efforts. Roles include being responsible for the on-going monitoring and reporting of projects to the Research and Development Team Leader. This position demonstrates the timely and quality execution of projects and is involved in problem solving and decision making by various project teams. This position requires leadership, the ability to collect information from multiple sources and synthesize, integrate, and resolve conflicting requirements and cross-functional issues.

### Job Responsibilities:

- 1) Conduct new product development and process improvements utilizing scientific and analytical approaches.
- 2) Implement Stage Gate process for R&D projects.
- 3) Conducts product performance testing to ensure customer requirements are fulfilled.
- 4) Establishes and maintains a positive working relationship with all team members as well as internal and external customers.
- 5) Expected to become proficient with a variety of printing and packaging processes as well as substrates, adhesives, inks and coatings.

### Competencies

- Analytical
- Self-motivated
- Positive outlook
- Multi-tasking
- Organized
- Decisive
- Handles complexity and changing circumstances
- Oral/Written Communication
- Calm under pressure

**Prerequisites:** Bachelors of Science degree in Chemistry or Engineering  
 Or  
 Associate degree in related program

A minimum of two years work experience in the print, converting, or packaging industry is preferred.

**Physical Requirements:** Generally sedentary; 20/40 corrected vision; no unusual physical requirements are necessary. Must pass Ishihara Color Assessment and receive superior score on Farnsworth Munsell 100 Hues and D-15.