Scientist, Senior - Coatings

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Company Overview

Michelman is a global developer and manufacturer of environmentally friendly advanced materials for industry, offering solutions for the coatings, printing & packaging, and industrial manufacturing markets. The company’s surface modifiers, additives, and polymers are used by leading manufacturers around the world to enhance performance attributes and add value in applications including wood and floor care products, metal and industrial coatings, paints, varnishes, inks, fibers, and composites. Michelman is also well-known as an innovator in the development of barrier and functional coatings, as well as digital printing press primers that are used in the production of consumer and industrial packaging and paper products, labels, and commercially printed materials. Michelman serves its customers with production facilities in North America, Europe, and Asia, product development and technical service centers in several major global markets, and a worldwide team of highly trained business development personnel.

General Summary

We have a great opportunity for a Senior Scientist to join the Global Research & Development (R&D) organization for our Coatings and Material Development Team.

Informed by important market needs and new trends, you will develop waterborne product prototypes through your ability to connect structure/property fundamentals with novel product functionality.

Your mindset for identifying problems and creating solutions will fuel a “reason to believe” for the novel functional benefits to be provided by Michelman materials in a way which will help accelerate the growth of the company.

Excellent problem-solving skills and creativity will be essential to your success as they will allow you to quickly screen new technologies and materials for fit both with the market and with Michelman. Further, it will be essential that you develop a strong collaborative network with other groups including sales, technology, marketing, and manufacturing teams to convert those novel concepts into successful product platforms.

Primary Responsibilities

- Partner with sales and marketing to develop actionable problem statements based both on trends in the market and on latent customer needs
- Lead in the development of new formulations which will enable Michelman to develop novel application-centric solutions for our global coating’s customers
- Design new (and sometimes complex) product development experiments to be conducted at the lab scale – either by you or by others
- Build significant expertise in coatings application methods and performance tests which will enable the development of new product concepts
- Partner with global engineering/manufacturing teams to ensure efficient and effective scale-up of product prototypes of interest to the business/market
• Establish relationships with suppliers, customers/prospects, and industry organizations which allow for sharing Michelman insights to strengthen technical/market leadership positions
• Represent Michelman technologies and solutions at key conferences, as needed
• Develop new product prototypes by iteratively preparing lab scale batches for evaluation and then testing them against market-relevant success criteria/controls
• Develop a basic understanding of chemistries, technologies, and applications of importance to other Michelman business groups to identify potential product translations
• Develop a basic understanding of the regulatory environment as it impacts Michelman raw materials and products and communicate those requirements both internally and externally
• Document thoroughly and accurately all experiments, analyses, and testing results
• Ensure timely delivery of project-related information/results to company partners
• Plan, initiate, and execute projects using the Michelman project management process
• Provide reports (written and verbal) on technical results/conclusions to business and technology leadership
• Build an effective collaboration with the global technical team to enable a culture of idea exchange and knowledge transfer
• Multiply your individual expertise by drafting effective and easily-understood user guidelines for Michelman’s products - both as “application ready” solutions and as additives to be formulated with other materials
• Provide technical leadership for customer trials
• Provide training to ensure that both colleagues and customers remain up-to-date on relevant product, application, and market issues
• Provide guidance/coaching to other associates in the broader technology organization
• Maintain a clean and safe work environment

Critical Competencies, Knowledge, Skills, and Abilities

• Extensive experience developing waterborne products, additives, and/or formulations for commercial applications and demonstrating their value in downstream end-uses
• Demonstrated track record of innovation, technology scouting, and/or process/product prototyping is highly desirable
• Significant experience seeking out, identifying, and assessing new-to-the-organization materials needed to address technical challenges
• Excellent analytical and observation skills
• Experience having led projects within a stage-gate project management framework - including the development of project charters and subsequent reports required for communicating with key stakeholders
• Agility/flexibility to adapt to changing business priorities and to manage multiple tasks and projects simultaneously
• Understanding of the steps required in order to effectively transition laboratory materials/processes to a manufacturing environment
• Strong interpersonal and communication skills (written and verbal)

Education and Experience

• Bachelor’s degree in Chemistry, Chemical Engineering, Polymer/Materials Science, or related field. Advanced degree preferred
• Minimum of ten (10) years of industrial experience with a proven track record of developing waterborne products, additives, and/or formulations
Other

- Able to travel by car or plane to visit customers when needed
- Role may on occasion require long periods of standing and/or an extended work schedule
- Role may require heavy lifting from time to time (as much as 50 lbs. to waist level)
- Role will demand appropriate use of PPE - including safety shoes

Note: The statements above are intended to describe the general nature and level of work being performed by people assigned to the job. They are not construed to be an exhaustive list of responsibilities, duties and skills required of personnel. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the employer.

About Michelman

Michelman is proud of the values-focused work environment that we have crafted. We pride ourselves in our focus on our values of integrity, respect, success, curiosity, collaboration, and giving. With our dedication to your technical and professional growth in addition to our rigorous onboarding experience, we guarantee that you will find yourself challenged in new ways. We offer an excellent salary, incentive and benefits package in a dynamic, empowered team environment.

No phone calls please. Michelman does not hire individuals who use tobacco products. All candidates will receive a drug test prior to beginning employment which will include a test for tobacco products.

For more information about Michelman, please visit https://www.michelman.com/.

It is Michelman, Inc. policy to seek and employ qualified persons in all jobs in a manner which will ensure equal employment opportunity as well as administer personnel actions in a manner as to not discriminate against any person on the basis of race, religion, national origin, age, sexual orientation or disability. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

*Michelman is an Equal Opportunity Employer Minorities/Females/Disabled/Veterans*