

PRINCIPAL SCIENTIST

Reports to: Director of Engineering

Department: Engineering

Classification: Exempt

Last Updated: Sept 9, 2019

Job Summary:

We are seeking a Principal Scientist with a strong record of innovation and product formulation. This position will partner with engineering, manufacturing, regulatory, and the external supply chain to develop next generation pool and spa biocide chemistries. This person will use their analytical skills to find creative solutions that make maintaining pool or spa water easier. In addition, they will work with contract manufacturers, monitor industry trends and pro-actively build a knowledge base of partner/vendor capabilities and a future opportunity pipeline. This person will be responsible for generating and submitting good laboratory practice (GLP) chemistry and microbiology data required by the United States Environmental Protection Agency for product registration. The position requires strong written and verbal skills for effectively communicating complex scientific ideas to top management, federal and state regulatory agencies and to the marketplace.

Essential Functions:

- Create new innovative formulations and manufacturing processes for pool and spa water biocides
- Identify and develop 3rd party relationships with suppliers, academic institutions, and laboratories required for next generation products
- Technical expert on swimming pool and spa water chemistry and microbiology
- Project management internally and externally
- Manage / direct GLP scientific studies required for EPA submission
- Direct the construction of study and regulatory project timelines, managing internal and external resources for timely achievement of milestones and goals
- Monitor the purchase, maintenance, and calibration of laboratory equipment and supplies
- Characterize product performance over a range of water conditions
- Develop test strategies to support product claims
- Manage timelines and coordinate resources with function heads to ensure project deliverables are achieved
- Work closely and coordinate with other team members to advance projects through the development pipeline
- Demonstrate deep understanding of scientific concepts and competitive landscape to influence research and IP strategies
- Contribute to publications and patents
- May be required to travel for business purposes from time to time
- Develop and maintain budget

- Be hands-on and responsible for providing technical leadership and direction for scaling up and technology transfer including interaction with external vendors

Job Qualifications:

- Bachelor's degree in chemistry, chemical engineering, biochemistry, or microbiology. Advanced degree preferred
- 10+ years' experience formulating products in a regulated environment
- Background in water treatment chemistry preferred
- Knowledge of basic and specialized lab equipment
- Knowledge of general GLP's as well as good documentation practices
- A hands-on leadership style that inspires a strong, cohesive, team-focused work environment
- Creative technical skills that lead to innovative approaches to the development process
- Effective analytical and problem-solving skills with the ability to apply creative solutions to challenges
- Strong written and oral communication skills
- Computer software skills including Microsoft Office