

CONFIDENTIAL POSITION SPECIFICATION

Organization



Position

Product Development Director / Senior Chemist

Position Location

Atlanta, GA

Website

www.astralbrands.com

Company Background

Astral Health & Beauty is an innovator in the creation and management of consumer lifestyle brands with a business offering that is focused in the health and beauty sector. The company has 3 major brands: Pür Minerals, CosMedix and Aloette Cosmetics.

The company was established in 1978 and operated as a public company until it was acquired and privatized in 1999. Headquartered in Atlanta, Georgia, Astral Health & Beauty has 100 employees in North America. Astral Health & Beauty has a distribution range that spans the United States and includes international presence in Canada, Australia, the United Kingdom, Japan and Russia. Current revenues are approximately \$35 million.

Reporting Relationship

The Product Development Director / Senior Chemist will report to the Vice President of Product Development.

Core Function

The Director of Product Development/ Senior Chemist plans, organizes, directs and controls the Product Development activities for the Company. They will directly assist in driving the growth of the company and ensure that the necessary resources are allocated for all assigned projects to be successfully completed.

Key Success Factors

- Be on the hunt for new and innovative technology, ingredients and formulations to work with our formulators. Goal is to be the leader in the industry.
- Produce innovative formulations for key skin care concerns - aging/ hyper-pigmentation/ collagen denigration/ dehydration/ skin sensitivity etc.
- Introduce effective delivery systems for both skin and color categories.
- Introduce new products on a timely basis to market.

Key Responsibilities

- Develop new cosmetic & skin care products:
Is responsible for the product from concept to final shipping, including formula development, stability, packaging compatibility, pilot batch, ship test, safety testing and production.
- Interaction with marketing managers:
Candidate should be able to converse comfortably and eloquently with product managers regarding new product development. Position will be expected to present new ideas and technologies on a regular basis, as well as listen and interpret new ideas presented by the marketing group.
- Interaction with Production:
Candidate will be expected to work closely with production to bring a new formula to market – this will include hands-on involvement in test fills and initial production runs, and trouble-shooting as needed. Position will write manufacturing procedures for lab, pilot and production batches as develop specifications for both compounding and filling.
- Regulatory:
Candidate should have a good working knowledge of current regulatory issues as they affect cosmetics and OTC skin care products. Position will develop ingredient labeling for all formulas developed, and be expected to keep labeling current as and if regulations change.

Candidate Profile

- 8 to 10 years formulation/product development experience in both skin care and color cosmetics.
- Independent and able to work with minimal supervision.
- Strong supervisory and/or mentoring skills with the proven ability to teach their skill to others.
- Able to interact well with other departments including marketing and production.
- Creative and innovative in the area of new product development, with the ability to elevate the department into a recognized leader in the R&D field.
- Proven ability to recruit, train, and motivate personnel in order to balance staffing strength with profitability and growth.
- Strong analytical, numerical and reasoning abilities.
- Participative management type-advocates team concept.
- Well developed interpersonal skills – ability to get along with diverse personalities.
- Excellent communication and presentation skills
- Outstanding work ethic.
- Results oriented with the ability to balance other business considerations.

Educational Requirements	An undergraduate degree in a science discipline is required. A masters degree or PhD. Is considered highly advantageous.
Compensation	A competitive compensation package that is commensurate with the candidate's experience, qualifications and potential.
For further information, contact	Katie VanTuinen kvantuinen@valorep.com 312 673 8858

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Valor Equity Partners is a Chicago-based, middle market private equity firm which currently manages approximately \$500 million in equity commitments. Astral Health & Beauty is one of Valor's portfolio companies.