**R&D Manager**

Miyoshi America, Inc. manufactures and markets a wide variety of surface treated pigments and mineral substrates such as talc, mica, sericite and kaolin to the cosmetics industry. Miyoshi America, Inc., along with the Miyoshi Kasei group of companies, is the global leader in the development and manufacture of surface treated pigments and substrates for the cosmetics industry.

**General Description:**

The R&D Manager is responsible for providing product development management and leadership, coaching and training direct reports (Chemists, R&D Technician, and Sample Coordinator) involved in the development of products and custom formulations.  This position is responsible for the development of new products, adaptation of existing formulas to meet customer/cost requirements, and specifications. This position is considered a working manager position meaning that hands on development is part of the job.

**Basic Functions:**

1) Manages all aspects of the R&D/Application department to support the sales team and overall sales of the company

2) Develop new raw material products used in cosmetics and skin care applications

3) Develop cosmetic and skin care formulations and applications data using the company’s cosmetic raw materials

**Responsibilities:**

* Makes lab batches for samples when needed
* Makes batch sheets independently using appropriate lab and production equipment.
* Develop new products for use in cosmetics and skin care applications through testing and scale-up assistance.
* Develop cosmetic and skin care formulations and applications data using the company’s cosmetic raw materials
* Conduct stability testing
* Conduct QC and R&D tested as assigned
* Assists in scale-up new products from R&D to manufacturing using appropriate production equipment.
* Manage the R&D team: manage the performance of direct reports by conducting annual performance reviews and setting performance and developmental goals; train or recommends training for employees to increase skillset; coach and mentor team members; assign and review work assignments, provide guidance when necessary.
* Design and execute project plans for product development

**Qualifications:**

* Bachelor’s Degree in chemistry, engineering, or other technical degree or knowledge and experience equal to or greater than the previously mentioned.
* 3-5 years’ experience in color cosmetics/personal care or experience working for a raw material manufacturer
* Knowledge in color pigments and inorganic compounds a plus
* High efficiency with word processing, spreadsheets, presentation software and databases
* Strong organization, communication, and leadership skills
* Self-motivated and have independent working capabilities
* 2+ of proven team management skills and experience
* Superior communication, facilitation, negotiation and listening skills. Must be able to effectively communicate with all levels of the organization.
* Excellent analytical, critical thinking and problem solving skills.

**To apply, please send resume to:** [**hr@miyoshiamerica.com**](mailto:hr@miyoshiamerica.com)**.**

**Miyoshi America, Inc.**

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