



POSITION DESCRIPTION
Product Development Engineer
Avon, Ohio
July 19, 2011

ABOUT SHURTECH BRANDS

ShurTech Brands, LLC, markets and manufactures do-it-yourself tapes under the **Duck®**, **Painter's Mate Green®**, **Caremail®**, **FrogTape®** and **Easy Liner®** brands. Key products include DIY Products (Duck brand duct tapes, Painting tapes, Weather-stripping products), Office Products (Packaging Tapes, Mailing Supplies, Moving/Storage Supplies, Invisible Tapes, Home, School and Art Supplies), and Housewares Products (Shelf Liner, Bath Mats).

The company is a subsidiary of Shurtape Technologies, LLC, Hickory, N.C., an industry-leading producer of pressure sensitive masking, duct, packaging and specialty tape products.

The company is headquartered in Avon, Ohio and employs approximately 350 people between the Avon facility and satellite offices located in the United States and Canada.

Interested candidates should apply online at the careers page of www.shurtech.com.

SUMMARY OF POSITION

The Product Development Engineer is responsible for the management of development projects for new products, product improvements, and competitive testing in the areas of foam, rubber, plastics, and adhesives. The Product Development Engineer will have heavy interactions with Sales, Marketing, Strategic Sourcing, Manufacturing, Consumer Relations, and Supplier Partners.

ESSENTIAL DUTIES AND RESPONSIBILITIES (other duties as assigned)

- Development of standards and test procedures related to product development and applications
- Determination of minimum criteria for product quality, performance, and safety
- Qualification of new vendors and secondary sources of supply
- Establishment of agreed upon product specifications
- Advisement on quality issues that affect product performance
- Support corporate initiatives with marketing and sales through product development efforts
- Provide technical expertise in the areas of films, foams, and rigid plastics including PVC, EVA, acrylic, polyethylene, polypropylene, and natural and synthetic rubbers
- Interpret the application and performance results of new products and product improvements
- Manage projects with outside suppliers related to new product development and continuous improvement
- Improve performance and control costs through the exploration of alternative materials, processes, and applications
- Author and maintain specifications for raw materials and finished goods
- Support ShurTech Brands' culture through communication, promoting teamwork, and serving the customer
- Support consumer relations team by fielding questions and providing feedback to consumer inquiries
- Work with outside suppliers in the development of new products in the areas of film, foam, and plastics
- Continually improve quality of products while controlling costs
- Provide ShurTech partners with technical information through product knowledge sessions
- Set priorities for lab testing and develop appropriate testing protocols
- Review lab test reports, provide conclusions, and interpret results for multiple audiences

- Develop new test methods for non-traditional applications and where no recognized methods exist
- Coordinate third party testing and substantiate product packaging claims
- Participate in Team C.A.R.E. (Consumer Action Response Effort) for the on-going improvement of product quality (joint effort with Consumer Relations and Product Development Team)
- Participate in sales reviews by presenting competitive data and providing technical expertise
- Support local manufacturing efforts as part of new product introductions
- Visit supplier sites, perform supplier assessments, and develop mutually agreed upon test protocols

JOB REQUIREMENTS and QUALIFICATIONS

- Bachelor's degree in Chemical Engineering, Chemistry, Polymer Science or related technical field
- 5+ years technical experience in a development role
- Basic understanding of pressure sensitive adhesives a plus
- Must be a self-starter, able to interact with internal and external customers with the drive and desire to improve processes and resolve issues
- Demonstrated leadership, interpersonal, and communication skills
- Excellent analytical and problem solving skills
- Experience in Microsoft applications including Excel, Word, Explorer, and PowerPoint
- Strong ability to perform successfully in a team environment with a participative management style