

R&D MANAGER INNOVATION

EXTERNAL DEVELOPMENT – COLOR COSMETICS

18 months temp contract

Location: Paris

Reporting Line: R&D Director Skin/Fragrance/Color/Hair Care

Company Background

Ever since we were founded over 100 years ago, consumer-focused change has been at the heart of our business. Our two divisions, Coty Luxury and Coty Consumer, have complete accountability for the businesses within their remit, as well as their categories and channels.

Coty Luxury is all about celebrating luxury fragrances, high-end skincare and color cosmetics products. Since 1904, when François Coty founded the company, Coty has cultivated a unique *savoir-faire* and a drive for excellence.

- We have a unique portfolio of brands that are as prestigious as they are relevant today, powered by the global creative elite. Our role is to fulfill our consumers' aspirations with sophistication, creativity and uncompromising quality.
- Our portfolio includes illustrious brands such as Alexander McQueen, Bottega Veneta, Burberry, Calvin Klein, Chloé, Davidoff, Gucci, Hugo Boss, Kylie Skin, Marc Jacobs, Miu Miu and Tiffany & Co, as well as skincare brands Lancaster and philosophy.

Summary

The R&D MANAGER is responsible for executing formula developments and managing communication around new product development related to the Color Cosmetics brands he/she is assigned to.

The role has significant impact throughout the product launch with responsibility for delivering on time in full, at the right cost and quality levels.

This position works closely with suppliers and internal stakeholders such as Packaging Development, Initiative leaders, Procurement and Quality whilst also partnering with Marketing Product Managers. A strong collaboration with Packaging is required.

The position requires makeup formula development and industrialization expertise, project management skills and business-oriented mindset.

Representative activities

- Participates in scouting new formulas accordingly to marketing briefs and in line with packaging design;
- Checks the timeline is in line with the complexity of the project and the CPS includes all formula development steps and the right lead times;

- Evaluates products and checks regulatory compliancy;
- Manages day-to-day relationships with external stakeholders, specifically third-party manufacturers;
- Is the SPOC regarding all aspects of the product developments he/she is responsible for – aligns with packaging experts before internal or external communication;
- Follows-up formula developments (formula lock, shade counter matching, stability testing, safety and efficacy testing, registration, industrialization etc.). Ensures all tasks are done within the required timeline;
- Manages development crisis and identifies alternative solutions;
- Ensures new product developments are in line with brand quality expectations
- Ensures all technical data are available in the systems (quantitative/qualitative formula, INCI, manufacturing process, Raw Material specifications etc.)
- Ensure master data are provided to Supply Chain
- Executes handover to QA (standards, defect range boards, product specifications and acceptance criteria, development background, watch outs...)
- Always on the lookout for trends and new innovations
- Contribute to the Color Cosmetic Strategy
- Liaise with internal R&D capabilities (Morris Plains COE)

TPM Relationship Management/ Leadership

- Ensures Coty provides the right level of information to the suppliers to get sufficient responses in a timely and efficient manner.
- Consolidates communication to TPMs related to project status, avoids multiple communications.
- Arranges, attends, and participates in stakeholder meetings. Raises questions and provides information to identify alternative and innovative solutions.

Team management

- None

Required education and experience

| Minimum Education and Years of Relevant Experience. |
|--|
| <ul style="list-style-type: none"> • Postgraduate degree in Chemistry, Physics, Biophysics, Chemical Engineering – Masters • Technical knowledge in makeup, technical knowledge in packaging is a plus • Min. 3-5 years relevant experience working in close partnership with multi-functional team (Packaging, Procurement, Marketing, Quality, and Initiative leaders) = Project Management skills • Strong ownership, accountability and demonstrated leadership ability • Flexibility, Responsiveness, Curiosity, Team Spirit, Resilience • Ability to work under high pressure • A well organized and methodical approach to your work • A passion for the beauty industry is key. • Fluency in English • Proficient in MS Office and Innovation Process Management |