



<b>Position:</b>	Package Engineer	<b># of Positions:</b>	1
<b>Reports To:</b>	VP of Marketing, Leah Herrington	<b>FLSA:</b>	Exempt
<b>Location:</b>	Porter, TX	<b>SG:</b>	11
<b>Posting Date:</b>	Wednesday, April 29, 2015 through Tuesday, May 05, 2015		

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## **PURPOSE AND ROLE:**

As Package Engineer you will be involved in all packaging steps ranging from design conceptualization to product placement. All steps along the manufacturing process, and more, must be taken into account in the design of the package for any given product. This position will develop packaging that delivers both on quality and cost standards. In addition, this role is critical in identifying new packaging innovations and/or process innovations that impact overall packaging decisions. In this role you must be excellent in managing cross-functional relationships as you will work closely with Marketing, R&D, Manufacturing, and the Supply Chain. Developing key partnerships with outside packaging vendors are a critical element of job responsibilities. Finally, strong communication skills and project management skills are required.

## **JOB DUTIES AND RESPONSIBILITIES:**

- Manage the conceptualization, initiation, development and implementation of new and improved packages and processes including: design generation, prototype development, engineering specifications, mold and machinery qualification, functionality and quality testing, and technology transfer. May lead multi-functional teams in some of these projects
- Manage the design of packaging systems and packaging components, ensuring defined needs for ergonomics, equity aesthetics, consumer acceptance, manufacturing capability and quality are met from the program brief through design, engineering and commercialization
- Define and implement standardization and simplification programs, and margin improvement projects
- Establish global specifications for packages, processes, and/or equipment, which are consistent with corporate strategy and support overall quality standards.
- Provide efficient and timely documentation and/or transfer of manufacturing and engineering technologies throughout the company.
- Partner with Corporate, Divisional/Subsidiary Management and packaging partners, Marketing, R&D, Product Development, and Supply Chain functions to ensure project meets agreed upon goals. Continuously assess and communicate project results vs. goals and take corrective action when required
- Partner with Global Procurement to develop and help negotiate local, regional, or global contracts with suppliers. Evaluate and coordinate supplier's activity related to on-going projects
- Generate and present valid Total Delivered Cost information on package/process and other pertinent financial information
- Work closely with R&D to lead and execute package stability testing, findings and resolutions for commercially acceptable finished goods.
- Support Divisional needs in identifying quality defects and driving resolution. Understand, interpret and refine package testing procedures and standards to support the effective design, validation, and implementation of new packages and packaging technology. Provide meaningful explanations and forward actions to appropriate Division/Subsidiary personnel
- Write and present technical and business summaries for both technical and non-technical personnel

*Calumet offers equal employment opportunity and treatment to all qualified applicants regardless of race, color, religion, sex, sexual orientation, gender identity or national origin.*



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- Build competitive advantage by identifying, evaluating, and championing technical advancements, design trends and innovations in packaging. Stay aware of supplier and competitor new developments, and highlight to appropriate management as needed
- Develop, justify and execute capital projects related to packaging (i.e. molds/machinery)

#### **REQUIREMENTS, EXPERIENCE & SKILLS:**

- Job requires a bachelor's degree or advanced degree in Packaging, Engineering or Material Science
- Minimum of 4+years working as a Package Engineer for a Consumer Packaged Goods company. Must have knowledge of product packaging and automation in a manufacturing environment OR a Master's Degree and 2 years of engineering experience with knowledge of product packaging and automation in a manufacturing environment is required. A focused degree in Mechanical or Industrial Engineering is highly preferred.
- Previous experience with designing of automated loading systems is required. The ability to understand electrical, mechanical and pneumatic controls is required. Demonstrated experience in packaging, qualification and validation of packaging equipment is required.
- Technical experience working within the automotive aftercare market, power sports, marine, or food marketplace is desirable.
- Prior people management experience leading professional level staff is desired.
- Must have strong project management skills
- Project leadership in a cross-functional environment (3+ years)
  - Must be able to work in teams and ability to lead large teams from multiple disciplines to orchestrate package creation, launch and revisions. Must demonstrate strong collaboration, flexibility, communication, leadership and diplomacy skills.
- Incumbent must demonstrate a strong entrepreneurial aptitude and be solution-focused. A strong sense of urgency and ability to manage numerous projects at one time are required.
- Must have excellent interpersonal, written and oral communication skills to effectively communicate with senior management, retailers (trade contacts), industry professionals, and market affiliates, sales teams and other internal departments.
- Must be a Brand Ambassador for Calumet Specialty, the Brands and ensure all tactics adhere to Branding guidelines
- Approximately 20% of travel required (both domestic & international)
- Ability to work both independently and as part of a team
- Functions effectively with ambiguity

**External Candidates should apply online at: <https://home.eease.adp.com/recruit/?id=13220191>**