

Position Profile:

The Packaging Engineer proactively engages with CURiO's Design & Innovation team to develop and launch new products for CURiO's brands and customers. They are responsible for providing engineering input during design, as well as evaluating and testing each aspect of product packaging. They develop transit packaging solutions to ensure components and products arrive safely. They continuously consider product integrity, quality, consumer use experience, manufacturability, efficiency, as well as cost when collaborating on new products or reviewing existing items. Their goal is to ensure CURiO's packaging meets or exceeds expectations as products make its way through the supply chain and into the hands of consumers.

Product Design and Development

During the design phase, the Packaging Engineer consults with Product Designers as they design and develop new products.

- Proactively engage with product designers to evaluate and highlight engineering recommendations and concerns – structure, fitment, functionality, manufacturability, cost, quality
- Serve as expert resource on component materials for product development team
- Perform general review of materials and components being considered for new product designs – decorative carton, hang tag, and dust cover stock; label material and adhesive; bottles, caps, pumps, sprayers, tubes, jars, and lids
- Consider all components on their own and in combination with each other
- Consider product type and consumer use when evaluating to ensure best product and customer experience is being created (*liquid product to be used in the shower, small bottle to be carried in handbag, etc.*)
- Consult with Research & Development to understand any packaging considerations related to the product formula
- Consider manufacturability when evaluating product designs
- Host conversations with production manufacturing to understand any concerns and identify ways to optimize designs for production efficiency
- Support in troubleshooting concerns involving design, materials, or manufacturing process with vendors, as needed
- Provide creative, timely, and cost-effective solutions and recommendations
- Review and approve carton, label, and deco die lines and CADs
- Ensure production manufacturing is aligned to final design prior to approval and production scale-up plans are in place

Out-bound Transit Packaging

The Packaging Engineer develops case pack, web pack, and master pack shipper box solutions for new and existing products.

- Utilize existing packaging components when possible; work with corrugate suppliers to design new solutions as needed
- Consider manufacturability, production optimization, cost, and warehouse storage when developing shipper solutions
- Solve for key customer packaging requirements as outlined in vendor guides (i.e., drop test, sealed liquids, etc.)
- Obtain initial quotes for new shipper box designs

Testing, Documentation, and Standards

- Identify appropriate engineering test for each product; perform and document component and product engineering tests
- Maintain organized documentation library for easy reference by others
- Perform final fit, form, function review of assembled product development prototypes prior to approval (combined components with product fill)
- Identify and implement efficiencies and improvements within engineering test methods
- Recommend and implement new engineering guidelines, tests, and standards to ensure best product and packaging output
- Assist in the development of corporate packaging strategist for new and existing products

Technical Review

- Obtain dimensional tolerance details from all component suppliers, ensuring no fitment concerns will present themselves in production
- Analyze and approve engineering drawings and specifications of component and product
- Review packaging art files for correct die lines, as well as correctly listed materials, finishes, and adhesives

Component and Finished Good Specification Sheets

- Document required details in each component and finished good specification sheet

In-bound Transit Packaging

- Work with suppliers to define in-bound transit packaging to ensure safe delivery of goods, while considering filling facility's production needs

Existing Product

- Review and improve existing product packaging and transit packaging designs
- When quality issues arise, perform engineering review to identify what has occurred
- Work with vendors to troubleshoot and resolve the issues, as needed
- Develop new out-bound transit packaging when required
- Identify and implement cost-saving initiatives related to packaging materials, labor, efficiency, transportation, and storage
- Review, test, document, and approve substitute components when needed

Project Management

- Work with Project Management team to understand project priorities and deadlines
- Proactively manage engineering workflow and project load
- Ensure suppliers understand project timelines and requirements

General Responsibilities:

- Supports CURiO Cornerstones and strives for individual leadership by using cornerstone behaviors in the workplace and in daily decision making.
- Follows all policies and procedures of the company. Works cooperatively with all departments, maintaining a positive work atmosphere by acting and communicating in a manner that promotes cooperation with co-workers, supervisors, and managers.
- Actively seek individual development through taking advantage of opportunities for skill enhancement. I Keep up to date with the latest best practices, trends, concepts, and regulations in the specific job area.
- Manage time effectively, meet personal goals and work effectively with other members of the team to meet CURiO goals.
- Follows all safety guidelines and polices. Makes supervisor/manager immediately aware of any observed safety issue. Keeps work area clean, safe, and organized.

Position requires extended work hours as necessary to meet seasonal deadlines. Performs other work as assigned.

Minimum Qualifications

- Bachelor's degree in Packaging or Materials Engineering or equivalent work experience
- Three years' experience working in Package Development related positions with project management experience

Computer and/or software qualifications:

- Basic level of proficiency in Microsoft Excel, Microsoft Word, Outlook

Preferred Qualifications

- Background and experience in fragrance or cosmetic industry

- Experience with national or international retail accounts (Amazon, Nordstrom, Anthropologie, etc.)
- Experience in consumer goods packaging design and compliance
- Knowledge of Food and Drug Administration (FDA) regulations

Core Competencies:

- Knowledge of Packaging Engineering best practices and a continuing education commitment to maintain skills and awareness of new practices and programs
- Ability to work independently but also with a team to complete product development.
- Strong attention to detail with ability to organize and prioritize multiple resources and ensure on-time completion in a fast-paced environment
- Ability to demonstrate flexible and efficient time management and to appropriately prioritize workload based upon organization or departmental needs, both individual and team
- Ability to communicate and interact effectively with managers, co-workers, customers, vendors, and other partners.
- Critical thinking and problem-solving skills
- Ability to work under constant deadline pressure and manage multiple projects across multiple lines of business
- Skill in identifying complex problems and reviewing related information to develop and evaluate options and implement solutions
- Ability to maintain and protect company proprietary information

Travel Requirement: less than 5%

Working Environment and Physical Demands:

- General office environment: Works generally at a desk in a well-lit, air-conditioned cubicle/office, with moderate noise levels.
- Ability to sit for hours at a time, viewing computer monitor on a constant basis. Some walking and standing relative to interaction with other personnel.
- Occasionally required to lift and/or move items weighing up to 50 pounds.
- Occasional exposure to dusty and fragrant conditions, varying temperature levels, work near moving mechanical parts, and high noise environments is possible.

*** Note: This job description does not restrict CURiO's right to assign or reassign duties or responsibilities to this job at any time. This document does not create an employment contract, implied or otherwise. It does not alter the "at will" employment relationship between the company and the employee.*