

Position Profile:

The Packaging Engineer is responsible for providing leadership, innovative solutions, and technical expertise in the design, development, coordination and implementation of packaging materials, technology and systems for all Curio products.

Work Responsibilities:

Package Development: Create and manage package development projects from conception through final qualification and distribution, including sourcing, sample development, prototype presentation, price quotations, supplier recommendation, and final specifications.

- Lead development of packages to support new products, ongoing package improvements, package refreshes and cost reductions, ensuring packaging design meets appropriate criteria established during concept and development phases.
- Continually work towards best practices in area of packaging creation, while elevating the level of design. Assist in the development of corporate packaging strategies for new and existing products.
- Oversee the determination and resolution of packaging quality or failure issues.
- Develop packaging solutions to technical/operational challenges where little or no precedence exists.
- Review and approve all packaging designs ensuring both aesthetic and functional objectives are achieved.
- Ensure all new packaging designs are reviewed with Operations Manager/Production Leads prior to final approval, and onsite production scale-up transition is conducted.
- Review and approve graphic development folders for structure component accuracy.
- Approve specifications for all packaging components
- Consider regulatory requirements and recommend compliance measures to management
- Regularly interact with external technical contacts such as packaging suppliers, equipment manufacturers, raw material suppliers, various associations, universities, and technical and scientific consultants.

Package Qualification: Manage the packaging development area of qualification for new packaging components and systems.

- Direct analysis of packaging for material type, functionality and product compatibility and make recommendations for improving or rejecting a project to management based on results.
- Determine appropriate packaging test methods with input from Research and Development
- Oversee the creation and implementation of design and test strategies to reduce in-house cycle time, cost and redundancy.
- Assess impact of packaging design on labor force with regards to ergonomics.
- Review production startup samples prior to routing to Marketing.

Project Management: Oversee vendors of packaging materials from project initiation through hand off to Purchasing.

- Proactively manage the project process and information.
- Select or Recommend new or alternative sources for packaging items based on commercial capabilities, proposals and project suitability.
- Ensure that suppliers for packaging projects understand all technical specifications and full scope of supply requirements and direct contract manufacturers in methods that meet Thymes requirements for quality products.
- Obtain pricing, required order quantities, lead time information and other costs/order requirements for all new packaging components.
- Assure process of manufacturing packaging materials is financially responsible with regards to die costs, sheet sizes and production equipment item is run on.
- Establish and negotiate cost reduction early in the development process to ensure business objective are achieved.

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. 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 in consumer goods packaging design and compliance
- Knowledge of Food and Drug Administration (FDA) regulations

Core Competencies:

- Knowledge of Packaging Engineering 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, vendor 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 10 – 15 pounds.
- Occasional exposure to dusty and fragrant conditions, varying temperature levels, work near moving mechanical parts, and high noise environments is possible.