

## Job Description

<b>Job Title</b> Scientist		OCC Code/Pay Schedule/Grade
<b>Organizational Unit</b> Research and Development – North America		Written by/Date
<b>Job Title Supervisory Position</b> Director, Research and Development North America		
<b>Job Requirements</b> <u>Formal Education and Training</u> Required: Advanced degree (e.g., MS, PhD)   Preferred: PhD in a scientific discipline <u>Occupational Experience</u> Required: Experience in new material/technology/product development, process development, or product design Preferred: Experience in the development of advanced materials-based new products <u>Attributes a successful candidate may possess</u> Formal education/training and experience are only a part of the composition of a successful candidate. The rest of the composition contains elements of a passion for the intersection of materials science, technology, product development, and business; the ability to develop and leverage networks; demonstrable leadership skills; a hunger for discovering new ideas and turning them into reality; a real-world intelligence that combines existing concepts with the unknown; and a limitless curiosity.		
<b>Figures</b> Budget: Turnover:		Costs of Production: Costs for Development Projects/Other Projects: Total number of subordinate employees:
<b>Scope</b> As a Scientist, you will report directly to the Director of Research and Development – North America. As a member of the Research and Development North America team, you will use your unique skill-set to accelerate the growth of SCHOTT – with particular focus on the United States and the North American region. You will work across SCHOTT Business Units and Corporate Functions to identify, investigate, develop, test, and scale high-impact new products.		
<b>Major Duties</b> <u>New Product Development</u> <ul style="list-style-type: none"> <li>think big and inspire those around you to connect the dots differently, unleashing new possibilities to develop the materials, technologies and products of the future</li> <li>identify, investigate, develop, and safely test new, high-impact product opportunities in emerging fields that are adjacent to current SCHOTT platform technologies</li> <li>network among the most innovative partners in high potential business fields to influence and educate external gate keepers about the capabilities and advancements at SCHOTT</li> <li>support SCHOTT business units via technical consulting, customer interaction, and evolutionary product development</li> </ul>		
<u>Project Management</u> <ul style="list-style-type: none"> <li>lead cross-functional teams, plan and manage resources to test (concept to launch) new materials, technologies, and products</li> <li>communicate effectively through compelling, visionary technical proposals to internal decision makers</li> <li>contribute to the IP strategy and the development of IP</li> <li>maintain a thorough understanding of the developments of traditional competitors, non-traditional market threats, and emerging start-ups</li> </ul>		
<u>Presence</u> <ul style="list-style-type: none"> <li>develop and leverage a robust network within the global scientific, technical, and industrial communities</li> <li>grow a recognizable presence as a preferred technical partner with internal and external customers</li> </ul> Performs other duties as assigned. The position incumbent performs the assigned duties in adherence to laws, regulations and conditions applicable in the company.		
Date /Signature	Director, Research and Development NA	Director, Human Resources

	What THE FUTURE looks like TO the chosen candidate	Must Haves	Nice to Haves	Willing to Teach	Not Willing to Teach	Don't Care About
The Ideal Candidate	<p>the idea generation equivalent of a 'bottomless basket of fries' or 'free refills' &gt;&gt; freedom to continuously be a divergent thinker adding new ideas around a central topic (or a series of central topics)</p> <p>leader of a team of creatives that throws 'noodles at the wall', tests to see 'what sticks', and only then judges the path forward</p> <p>not concerned with taking things to production but concerned with handing <b>tested ideas</b> off to teammates who will advance them toward production; recognizes that Innovation = creativity x execution</p> <p>a wall filled with patents (the seeds of new products)</p>	<p>+ obvious and unquestioned passion for the early stages of new product development, and a track record for developing then delivering on new ideas {Note that this 'delivery' does not require market success as there are many factors that can impact success in the market place.}</p> <p>+ boundless curiosity</p> <p>+ a multidisciplinary hacker who has demonstrated the ability to think big and connect dots between existing and undiscovered concepts</p> <p>+ a philosophical approach that digs appropriately deep on an individual basis into technical topics, and knows when to leverage others to go the rest of the way</p> <p>+ embodies and is passionate about the intersection of technology, product development, strategy and business</p> <p>+ established presence in a scientific community combined with a willingness to continuously grow network</p> <p>+ fearlessness to experimentally push the known limits of science</p> <p>+ above average communication skills</p> <p>+ willing to relocate to Duryea</p>	<p>+ PhD in a scientific discipline. {Note a PhD is not a firm requirement but the candidate should have experience and an exemplary track record}</p> <p>+ a philosophical approach that challenges the status quo; in other words does not care or very slowly learns about the way it has been done</p>	<p>+ principles of glass</p> <p>+ principles of materials science</p> <p>+ industrial process development</p>	<p>- technical savvy</p> <p>- what it means to be part of a team</p>	<p>name of where the candidate was before (e.g., school, employer)</p>