POSITION TITLE: R&D Technician  
EXEMPTION STATUS: Non Exempt  

FACILITY/LOCATION: Middletown, CT  
DEPARTMENT: R&D  

OVERVIEW OF POSITION:  

ACCOUNT CODE:  
SUPERVISED BY: Product Development Manager  

RESPONSIBILITIES OF THIS POSITION - CORE:  
- To support the vision, mission and guiding principles of the company.  
- While performing any procedure, all associates and contract personnel must observe applicable Safety, Health, and Environmental rules and guidelines. The use of appropriate personal protective equipment is required.  
- Attend and participate in training opportunities and seminars relevant to this position.  
- Adhere to appropriate company operating procedures, benefit rules, employment policies and safety policies.  

RESPONSIBILITIES OF THIS POSITION – DEPARTMENT:  
- Documentation, attendance and support during productions trail.  
- Support in formulation of rubber or polymer systems using a range of polymers or rubbers, solvents, components and additives for evaluation.  
- Preparation of test samples which includes slitting and joining of trial products (e.g. lab samples and prototypes).  
- Development of joining parameters and establishing joining data sheets.  
- Testing and determine performance parameters for trial products (e.g. lab samples and prototypes) during the product development phase and analysis of data in collaboration with the product development chemist or engineer.  
- Establishing of technical data for Product data sheets in collaboration with Technical Support.  
- Drive "Express projects" in the Product Development area without the supervision of a chemist. This concerns product developments in which modifications of existing belts are applied.  
- Set up the quality specifications for new products in collaboration with Quality department.  
- Documentation of activities within the Take to Market database and the related folder structure.  
- Maintain testing and analytic laboratory  

ASSOCIATE SIGNATURE CONFIRMS RECEIPT OF DESCRIPTION  

DATE
COMPETENCIES/SPECIFIC EXPERIENCE OR TRAINING PREFERRED:
To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements/preferences listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Required – College degree.
- Required – Read, Write and Comprehend English.
- Preferred – R&D laboratory experience including polymer products testing, mixing of rubber or plastic materials.
- Preferred – Mechanical or chemical technician background.
- Preferred - Thorough understanding of MRP.
- Preferred - Microsoft Office, including Word, Excel, PowerPoint.

PHYSICAL/ENVIRONMENTAL DEMANDS:
The physical demands described here are representative of those that must be met by an associate to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Frequently - Talk and/or Hear.
- Frequently – Stand and walk, sit; use hands to finger, handle, or feel; and reach with hands and arms.
- Frequently - Lift 20 pounds.
- Occasionally - Lift 40 pounds.
- Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and ability to adjust focus.