Analytical Chemist 2021

If you have a strong background in instrumental and analytical chemistry and want to support scientific analysis, investigation, and R&D at a growing company consider joining specialty chemical manufacturer Hampford Research Inc. as an Analytical Chemist. At HRI, you will be involved in a wide variety of analytical-based activities in support of our Fortune 500 customers.

Is analytical method development and validation part of your DNA? Do you pride yourself on your ability to assess and diagnose problems? Do you take joy in root cause analysis? Do you love teaching and mentoring others? Is being a critical member of cross-functional projects something you long for? Then this job may be for you!

As an Analytical Chemist at Hampford Research you will be a key member of small but critical team at a diverse, welcoming, family-oriented company. Your work will focus on analytical method development and validation as well as problem solving and trouble shooting. You will play an important role in the scientific analysis and investigation of our established products as well participating in the foundation stages of developing new products. You will also mentor the junior members of our team, teaching them method development, validation and analytical investigation techniques.

At Hampford Research we are known for approaching each engagement with intelligence and attentive service. We honor our 35-year heritage by fostering domestic and global alliances, and strive to advance our work through rewarding partnerships, world-class customer service, employee engagement and continuous improvement. We listen, we learn, we lead.

• **Analytical Chemist Description**
  Essential Functions:
  - Provide analytical technical leadership for the Quality Control lab.
  - Lead method development and validation for current and new products
  - Utilize knowledge of a wide variety of analyses techniques to make test method improvement recommendations.
  - Troubleshoot and lead root cause analysis of testing issues
  - Troubleshoot and lead root cause analysis of instrumental issues
  - SOP writing and review
  - Maintain accurate records and logs of analytical test results.
  - Mentor junior staff (individual plan development and execution)
  - Must be willing to work with potentially dangerous chemistries using industry standard safety protocols
  - Active Engagement in HRI Values and Code of Behavior
  - Other duties as assigned

**Job Requirements:**
- Minimum B.S. in Chemistry, M.S. in Analytical Chemistry preferred
- 5+ years of Analytical Chemistry Experience in an industrial laboratory setting
Significant experience in method development and validation

Lab instrument operations and maintenance experience required for some, but not all the following instruments: GC, GPC, HPLC, GFAA, Flame AA, FTIR, KF titration, auto titration, and tensile testing instrument.

Extensive trace metals experience in sample preparation and using GFAA, Flame AA, ICP-OES and/or ICP-MS.

Advanced knowledge in trace metals analysis using GFAA preferred.

Experience and interest in training and mentoring junior staff

Experience with applicable quality tools such as control chart trend analysis, SPC, CAPA, and cause and effect diagrams preferred.

Training and proven ability to write SOP’s

Excellent communication skills with the ability to analyze and communicate complex scientific concepts

Ability to complete laboratory work safely

Ability to work effectively in a team

Ability to make independent decisions based on established policies and procedures

Ability to meet deadlines

Ability to perform multiple tasks concurrently

Demonstrated success at Quality Control, attention to detail and awareness of environmental risk

**Physical Requirements:**
- Ability to, hear, see and walk in order to operate within a lab environment and access other departments
- Ability to sit or stand for long periods of time
- Ability to operate computer performing repetitive motions using hands and wrists
- Ability to bend, stoop, pull, grasp, and reach
- Ability to perform multiple tasks concurrently
- Ability to communicate both verbally and in writing
- Ability to lift at least 20 lbs.

**Training Requirements:**
- Health and Safety training requirements as detailed in the HRI Safety Manual

*The declarations on the above job description are not intended to be an “all-inclusive” list of the duties and responsibilities of the job described, nor are they intended to be such a listing of the skills and abilities required to do the job. Rather they are intended only to describe the general nature of the job. Neither this document nor any of the informational materials and forms creates an expressed or implied contract for a definite period, or a contract concerning any terms of conditions of employment, nor shall it alter in any way the at-will nature of employment or imply that discharge will occur for cause.*

**To Apply**
Send resume, cover letter and salary requirements to:
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Employee Benefits Summary
2020-2021

Health Insurance
Regular full-time and regular part-time employees are eligible for coverage on the first of the month following 30 days of continued employment. HRI pays 78% of the premium for United Healthcare Oxford Medical Insurance. The employee is responsible for 22% of the premium and this is deducted from paychecks on a pre-tax basis. The plan provides services for office visits, hospitalization and prescriptions. It is a high deductible plan ($6,000/Individual - $12,000/per family) with an HRA plan (Health Reimbursement Account) fully funded by HRI. Once the deductible is met the plan covers 100% of eligible medical services. Prescription costs are described in the UnitedHealthcare Plan Summary.

Dental Insurance
Regular full-time and regular part-time employees are eligible for coverage on the first of the month following 30 days of continued employment. Dental Insurance is provided through Unum and paid 100% by HRI. The plan offers in Network and out of Network benefits with 100% coverage for Preventative Care. Other procedures are covered as detailed in your summary booklet.

Basic Life & AD&D Insurance
Regular full-time and regular part-time employees are eligible for coverage on the first of the month following 30 days of continued employment. HRI provides a $25,000 Basic Life Insurance benefit as well as a $25,000 Accidental Death & Dismemberment benefit at no cost. This insurance is provided by Guardian.

Long Term Disability Insurance
Regular full-time and regular part-time employees are eligible for coverage on the first of the month following 30 days of continued employment. HRI provides LTD Insurance to full-time employees at no cost. The benefit provides 60% of your monthly income up to a maximum of $8,000/month. This insurance is provided by Guardian.

Short Term Disability Insurance
HRI offers STD Insurance at no cost to all full-time employees with six (6) months of continued employment. A weekly income benefit will be paid in the amount of 75% of the employee’s weekly earnings. Maximum weekly benefit is $800.00. This benefit would commence the 5th day of leave due to a non-occupational accident, illness or maternity leave. The employee must be under the care of a licensed physician and submit verification of continued disability from their doctor as required by HRI. Maximum benefit period for an accident or illness is 90 days. See HRI Employee Handbook for complete details.
Sick Days
Regular full-time and regular part-time employees are entitled to 5 sick days per year. Sick days cannot be carried over into the next year. HRI will not pay employees for sick time not used or at time of termination. Sick time is not payable until after 30 days of continued employment.

Vacation
Regular full-time employees only are entitled to vacation benefits. Vacation is accrued on the first day following 90 days of employment at the rate of 2 weeks per year up to 5 years of service. The accumulation rate for 5-10 years of service is 3 weeks per year and 10 + years is 4 weeks per year.

New hires can take 1 week of vacation after completing 6 consecutive months of service.

Bereavement Leave
Regular full-time and regular part-time employees are allowed 3 days paid leave for the death of an immediate family member (see the Policy Manual for interpretation).

Tuition Reimbursement
HRI will reimburse regular full-time and regular part-time employees up to 100% of tuition costs for approved course work relating to their job. Please see the Policy Manual for details on this policy.

Holidays
The following are paid holidays at HRI:

- New Years Day
- Good Friday
- Memorial Day
- 4th of July
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- (1) Floating Holiday

401K Plan
HRI offers a 401K Savings and Retirement plan to all regular full-time and regular part-time employees after 3 months of continued service. The company will match up to the first 8% that an employee contributes at the rate of $.25 on the dollar. 100% vesting is attained after 5 years of continued employment. Enrollment in Hampford’s 401K plan occurs quarterly January 1st, April 1st, July 1st and October 1st.

Employee Assistance Program (EAP)
HRI provides this company paid benefit to all employees. EAP is a free confidential assessment and counseling service designed to help employees or members of your immediate family with a wide range of issues ranging from martial or family problems, alcohol or substance abuse, depression, stress, job conflicts, etc.