

Paris Presents

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POSITION SPECIFICATION

PACKAGE ENGINEER

COMPANY

Paris Presents Incorporated is an entrepreneurial, privately held / venture capital backed company that creates and distributes comprehensive brands of makeup and nail tools, bath and body liquids and accessories, and travel accessories. Their expertise includes both nationally distributed branded product lines and the development of “captive” brands, product lines individually created and managed for large retailers. This is a complex fashion business with a focus on high quality products at affordable prices developed through innovation and on-trend design. The company is over 50 years old with a very fast paced culture, has annual revenues of over \$175MM, and is growing rapidly. The senior management team comes from major CPG companies and has a strong success record of growing businesses. In 2014, the company was recognized by IRI/Boston Consulting Group as the fastest growing health and beauty company under \$1B. In 2016 the CEO, Patrick O’Brien, was named Ernest and Young Entrepreneur of the year for the Midwest region and the company was recognized on Inc’s top 5000 companies to work for 2 years in a row.

BRANDS

The company’s three core brands are EcoTools, Real Techniques and Body Benefits. EcoTools is a leader in eco- conscious beauty products, most notably for incredibly soft cosmetic brushes but also offers a line of hair brushes and bath accessories. Body Benefits is the number one brand in bath accessories with distribution at key retailers such as Walmart. The brand offers a comprehensive assortment of netted bath sponges as well as all other bath accessories.

Since its launch in 2011, Real Techniques has taken over the online beauty industry with phenomenal products and expert advice from celebrity makeup artists and sisters Sam and Nic Chapman. Our inspiring education is creating newfound confidence in women globally, all at a click of a button. The brand is the number one makeup brush brand on YouTube, the leading share brand in the UK and one of the fastest growing brands in the U.S.

The company also offers retailer exclusive brands to round out our portfolio at key retailers like Walmart, Target, Walgreens and Rite Aid.

POSITION SUMMARY

Reporting to the Creative Director, the Package Engineer will be responsible for the identification, development and commercialization of new, improved, and cost-reduced packaging while also supporting the cross-functional project tasks. This position is the lead packaging resource for the company supporting the national brands; Real Techniques,

Paris Presents

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EcoTools, Body Benefits and select Retail Brands. This position will also support limited “Big Bet” technical initiatives led by senior project leads.

RELATIONSHIPS

Reports to: Creative Director

Manages: External partners

Key Relationships: Member of Creative Solutions team; Close working relationships with Product Development, Innovation, Supply Chain and Suppliers.

MAJOR RESPONSIBILITIES

- Assessing packaging and looking for areas of improvement including consumer experience, improved shelf presence and cost reductions.
- Designing/sourcing and testing packaging for new products, meeting consumer experience needs and cost and timing goals and maintaining awareness of technical trends and developments in packaging.
- Developing packaging like environmental / biodegradable packaging, and gift sets.
- Presenting on trend beauty package recommendations and packaging technology to NPD, Marketing, and business leaders.
- Studying the effects of packaging materials on products and ensuring compatibility and presentation.
- Negotiating appropriate production processes, costs and commercial issues and building strong relationships with suppliers.
- Providing support to business groups to resolve packaging issues.
- Developing, coordinating and executing package experiments, providing results and recommendations.
- Interpreting, developing, and issuing technical specifications.
- Gaining familiarity with fiscal and strategic plans of team; will include creating and managing package development timing within broader NPD timeline, as well as identifying and providing recommendations of implications to budget and overall timing.

Position Qualifications:

- 2-5 years of proven success in package engineering for leading beauty and CPG companies. Some experience in a fashion-oriented industry and plus.
- Bachelors in Packaging, Engineering or related field required.
- Demonstrated success managing multiple brands and multiple projects at the same time.

Paris Presents

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- Great aesthetic expression.
- Solid understanding of packaging materials and equipment, manufacturing and financial fundamentals and a strong ability to execute against these fundamentals. Practical experience with consumer and customer insights.
- Solid understanding and experience working with China based suppliers.
- Knowledge of test methodology.
- Strong ability to collaborate and develop cross-functional partnerships.
- Strong analytical and logical problem solving abilities.
- Developing troubleshooting skills with ability to think on their feet.
- Financial understanding to optimize profitability.
- Advanced verbal and written communication skills.
- Proficient in Microsoft Office.
- Ability to travel up to 25% of time including travel overseas (1-2 times per year).

Position Physical Requirements:

- Incumbent must have the ability to effectively perform all of the following physical demands without assistance:
 - Ability to lift 25 to 50 lbs.
 - Ability to stand for 50% of a day.
 - Ability to sit for 3 hours at a time.

IDEAL PERSONAL PROFILE

- A passion for fashion and a talent for identifying beauty and fashion trends.
- A tenacious, competitive person who also has a sense of humor and doesn't take him/herself too seriously.
- A values-driven people person who possesses superior interpersonal skills and the ability to work effectively with a broad range of internal and external groups.
- An entrepreneurial, high energy, action-oriented individual who thrives in a fast paced, high pressure environment; who is process-oriented; leads by example; works effectively with minimal supervision; and can think well "on the fly".
- The ability to set priorities and execute against them, while seeing to immediate business needs.
- Flexible, with ability to succeed in a changing and environment while putting some structure in place, and ability to adjust to changing market and consumer needs.
- Strong problem solving experience and ability.
- Experience working with national mass, drug, specialty and food retailers.