

Paris Presents

INCORPORATED

Bringing Beauty to Life

POSITION SPECIFICATION

SENIOR NEW PRODUCT DEVELOPMENT MANAGER

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.

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SUMMARY

Reporting to the Senior Director of Global Product Development, the Sr Product Development Manager will lead the development efforts for the Real Techniques Cosmetic Accessories Brands. This Senior Manager will have extensive experience leading new product development from creation to commercialization. They will be responsible for ensuring that the new products and portfolio delight our consumers, are meaningfully differentiated and meet key business objectives including timing and cost goals. The Sr. Product Development manager will have strong communication and project management skills working cross-functionally and leading the development with the overseas suppliers. Lastly, the Sr. Product Development Manager will be responsible for developing a strong Product Development team bringing best practice processes to efficiently develop new products to the organization.

MAJOR RESPONSIBILITIES:

- Lead two year product portfolio strategy and product development plans to innovate across brands. Work collaboratively with cross-functional leads.
- Create exciting base business news through annual introduction of unique and relevant products. Ready product assortment for annual sales introductions and or account specific opportunities.
- Leverage syndicated and in market trend information to shape development plans and utilize internally and externally to build excitement for plans.
- Harvest consumer insights to create meaningfully differentiated products / segments / categories that meets or exceeds consumer needs.
- Lead annual development cycle from product development to commercialization. Lead product development activities including the product development timelines, product development requirements including key benefits / features, product specifications, package direction and coordination, consumer performance and testing, sampling and preliminary pricing analysis, overseas communication with suppliers and tracking of projects.
- Develop NPD key account presentations and present at key account meetings and Global Sales meeting.
- Lead the accelerated product development process to meet increasingly tighter key account deadlines and new business opportunities. Work collaboratively with Sourcing partners in US and Internationally (Asia focus).
- Ensures all products adhere to testing and regulatory compliance protocol. Works closely with Quality, Legal and Regulatory teams.

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- Manage, mentor and develop team consisting of Product Development Managers, Associates and Assistants. Implement NPD 101 and project management training to ensure team is working effectively and efficiently.
- Lead development projects in cross-functional meetings providing key project updates and corrective action plans if not meeting needs. Provide the NPD perspective, ask questions and secure cross-functional alignment.
- Manage the NPD master project timeline for the team. Ensure key tasks are being met and proactively identify potential issues and recommendations for meeting milestones and deliverables. Keep management informed of status. Recommend efficiencies to drive acceleration in process for improved speed to market.
- Provide project updates to Sr. Director of Global Product Development including NPD readiness.
- Align cross-functional stake - holders on development and implementation strategies and plans to ensure timely decision-making.
- Work with suppliers overseas to create the new products and manage the sampling and development process. Travel to Asia 3 x's / year and or as needed.

Candidate will need to possess:

- BA/BS (MBA is a plus)
- 7-10 years experience in development with a stint in beauty and or fashion
- 3-5 years of experience working with overseas suppliers
- Experience managing a group of employees
- Experience working in a CPG environment

Ideal candidate will also possess:

- Ability to work in a collaborative team environment and communicate cross-functionally with all levels of the organization
- Strong analytical and decision making skills
- Strong communication, negotiation, and influencing skills
- Curious and enjoys learning about the changing consumer and market
- Thrives in a dynamic, fast – paced working environment and comfortable at adjusting priorities and resources
- Ability to take ownership and proactively problem solve
- Strong team building experience
- Beauty and/or Fashion experience a plus
- Travel international for trend and account presentations a plus