



ASSOCIATE SCIENTIST, R&D FRAGRANCES, LUXURY DIVISION

REPORTS TO : R&D DIRECTOR

PURPOSE

Our purpose is to celebrate and liberate the diversity of beauty. We challenge convention through invention, expanding our horizons to enrich your reality with possibility. We build brands to inspire and enable our consumers to experience the confidence and joy of expressing their beauty, their way.

MISSION AND RESPONSIBILITIES

Associates use their understanding of lab operations to perform the basic and critical experimental work of day-to-day R&D, including generating and analyzing data. Performs laboratory and pilot plant batching and subsequent work and laboratory maintenance following precise instructions. Under supervision, Associate Scientist are responsible for performing core R&D design tasks as assigned – these can include improving operations and capabilities. They collaborate with more experienced colleagues and peers to provide follow-up assistance on defined tasks..

- Prepares formulas based upon Project manager and Scientist instructions following R&D briefs received from Marketing or due to Regulatory Reformulations.
- Works on color matching with supervision.
- Able to accurately make laboratory batches, prepare samples and schedules to conduct stability testing.
- Prepares samples for other tests as compatibility, microbiological, safety and claims testing.
- Prepares samples for marketing submission approvals.
- Measures specification's parameters on batching and stability samples.
- Maintains excellent tracking of information of the batching work and test scheduling.
- Keeps retention samples of every sample that is sent outside the laboratory.
- Works with supervision on the scale up of the new formulas and piloting in the pilot plant.
- Utilizes good judgement.
- Works efficiently in a tidy manner, methodically, well organized.
- Updates supervisor on current laboratory workload.
- Takes care of laboratory raw material and component stocks and supply.
- Is a member of the stability odor evaluation team.
- Comply with all Company policies and procedures, including confidentiality and good laboratory practices.

CHALLENGES

- To make batches of multiple initiatives concurrently.
- To keep track of information of multiple initiatives concurrently.
- To keep the laboratory stocked at all times.

SKILLS & COMPETENCIES

- Technical Vocation Degree (FORMATION PROFESSIONNELLE LABORANTINES ET LABORANTINS EN CHIMIE, CFC)
- 2+ years of laboratory related experience in the cosmetic or personal care products industry, or equivalent combination of education and experience.
- Fluency in English, any other language is a plus.
- Proficient in MS Office.
- Is organized, works methodically.
- They ensure the highest standard of quality work and release by owning and driving what they do.
- Demonstrates high-level of team spirit and willingness to be flexible and agile.



We are Coty – and our people make us who we are.

It's important that we find individuals who are a great fit for our business, not just for us but for you too. We want people to thrive here and, if you are the right culture fit with us and we with you, you'll be able to shine and achieve beyond your own expectations.

- For us, beauty is and beauty does. We are very focused because we all want the same thing: to help our consumers celebrate and liberate the diversity of their beauty – and that takes creativity, excellence and radical thinking – we are here to disrupt the beauty industry on behalf of consumers and you need to want to join that mission to succeed here.
- We have an energetic intensity about us. We're quite relentless in our determination to deliver, always accountable for our actions and tenacious. We will not be beaten by obstacles.
- Responding quickly with agile thinking to business challenges and opportunities is second nature to us. We like it that way as it means we can be creative and find new ways to make things happen fast. Colleagues will expect it of you and you'll expect it of them – we're a team and we help each other. We're all in it together – irrespective of level or part of the business.
- We always go the extra mile, pushing the boundaries to be that best partner we can be to our customers and to excite and delight our consumers.
- When you join Coty, you become part of a vibrantly diverse and energetic group who have fun in an intense sort of way. Because we're not just here for the ride, we want to change things.

INTERESTED?

Interested in this opportunity? Please send your application to [First Name] at AAA_BBB@cotyinc.com



ABOUT US

Coty's purpose is to celebrate and liberate the diversity of our consumers' beauty. Aligned to this is our mission – to strive over time to become the global industry leader by being the clear challenger in beauty, delighting consumers and creating long term shareholder value.

We are one of the world's largest beauty companies with approximately \$9 billion in revenue, and our strong entrepreneurial heritage has created an iconic portfolio of leading beauty brands. As the global leader in fragrance, a strong number two in professional salon hair color & styling, and number three in color cosmetics, we operate across three divisions:

- **Coty Consumer Beauty:** focused on color cosmetics, retail hair coloring and styling products, body care and mass fragrances sold primarily in the mass retail channels with brands such as COVERGIRL, Max Factor and Rimmel
- **Coty Luxury:** focused on prestige fragrances and skincare with brands such as Calvin Klein, Marc Jacobs, Hugo Boss, Gucci and philosophy
- **Coty Professional Beauty:** focused on servicing salon owners and professionals in both hair and nail with brands such as Wella Professionals, Sebastian Professional, OPI and ghd

Coty is a truly global player with over 20,000 employees, operations in more than 40 countries in Asia, Latin America, Australia, Middle East and Africa, as well as Europe and North America and products sold in over 130 countries and territories. Our headquarters are in London, New York, Geneva and Paris.

Want to know more?

For additional information about Coty Inc., please visit www.coty.com.

At Coty, we embrace Diversity. We are committed to equal employment opportunity regardless of race, color, ancestry, religion, gender, national origin, sexual orientation, age, citizenship, marital status, disability.

Mandatory: Use the exact above "About Coty" section to present Coty.

