

»» MANAGER R&D (M/F/D)

ABOUT US

PLIXXENT offers innovative polyurethane-based technologies. As a specialist for standard solutions and customized systems, we accompany our customers along the entire value chain – from initial consultation to after-sales support. In-depth know-how in the development, production and processing of polyurethanes, flexibility in the procurement of raw materials and a European team with decades of experience make us a reliable, high-performance partner – and an attractive employer with a wide range of career opportunities.

The PLIXXENT Group - created in 2019 from the system house division of Covestro - is currently in the start-up phase. Together with a highly motivated team of around 250 employees at locations in Germany, Denmark, Italy, Spain and the Netherlands, we are aiming high.

PLIXXENT Foxhol (the Netherlands) has its own Research & Development department with seven employees that develop – in close cooperation with the Sales department and the customer – new systems and applications. For this R&D department we are looking for a **Manager Research & Development (m/f/d)** with the ambition and skills to put new accents in the R&D team.

YOUR NEW CHALLENGE

As **Manager Research & Development (m/f/d)** you will be responsible for product development, reliability, process technology, and process control. You will provide leadership to your team, incl. the development and implementation of respective strategies and action plans on technical development matters. Thereby, you will report directly to the Managing Director and Head of R&D Global and support the business strategy. Main tasks and responsibilities include:

Dimension 1 – Operational

- Lead and manage development projects and resources aligning activities according to market needs and trends and in line with our growth strategy
- Perform customer advisory and technical support for dedicated applications
- Responsible for existing and new products and modifications
- Deal with different business models; direct customers, internal customers, insourcing
- Technical competence for polyurethane rigid foam applications
- Ensure that project/department milestones are met
- Prioritize activities in accordance with business needs and optimize efficiency
- Participate in cross-functional teams, issue advice and customer and manufacturing support at request or at own initiative

Dimension 2 – Structure set-up

- Improve profitability by efficient resource planning and utilization; optimizing processes, projects and products (formulation cost and product portfolio optimization)
- Create and implement the R&D strategy
- Participate in the setup and the development of an R&D Hub based R&D structure

Dimension 3 – Team development

- People development – maintaining adequate staff of skilled personnel
- Training of staff in permanent exchange with the other R&D Hubs

Dimension 4 – Entrepreneurship

- Support the pilot reactor to develop new (sustainable) raw materials
- Support the trials for customers in the pilot area with customer-close machines
- Bring new ideas and technology to the company and to improve processes
- Developing and adapting products according to PLIXXENT's marketing strategies and customer requirements in a timely manner

Dimension 5 – Product research

- Secure our position in the market, constantly develop and re-new our product portfolio (approx. 20 new products per year, renewal of approx. 80% of the complete portfolio every 5 years)
- "Innovation" input, new product development adding value to customer as key to success
- Be open for future trends marked heavily by the UN SDG and the EU Green Deal and the derived trend towards circular economy

WHAT YOU SHOULD BRING WITH YOU

- An academic degree in Chemistry, Chemical Engineering or closely related
- A strong technical background in polyurethanes technology and knowledge of respective PUR-formulation chemistry and processing
- Knowledge in IP management
- Experience in the development of formulations and hands-on technical implementation
- Hands-on attitude, curiosity and dare to take initiative
- Able to manage multiple tasks and deliverables in a fast paced environment with many projects
- Positively influencing skills to achieve results that are in the best interest of the organization
- Fluency in Dutch and English (speaking and writing); German language skills a plus

WHAT YOU CAN EXPECT

At PLIXXENT we offer you a state-of-the-art working environment and all the advantages of a medium-sized, international company in start-up mode. We offer freedom to contribute your own ideas and take on responsibility. We cultivate a collegial atmosphere.

BECOME PART OF OUR TEAM

We are looking forward to your application. Please **apply before 23 November 2020** and send your application together with a motivation as a PDF file to: career@plixxent.com

