



# R&D Supervisor

## ► Objective of the Position:

Build up and strengthen the team competencies. Manage team performance and R&D projects.

## ► Principal Accountabilities:

- Coach and lead team members, manage team performance.
- Develop and strengthen team competencies for better R&D output.
- Technical support to business: local sales, production and product team.
- Manage R&D projects.

## ► Recruiting Requirements:

- Master/Ph.D. education
- Good communication and people management skills.
- Good English skills. Willing to work under multiple culture.
- Minimum 3 years working experience in related industry.



# (Senior) Research Engineer - Super Abrasives

## ► Objective of the Position:

Develop local competency in R&D with strong emphasis on new product development of Super abrasives Resin bond product. Transfer manufacturing technology, optimize product design and develop new ones to meet Asian market requirements in terms of performance and cost. Process engineering support to Asian plants is also needed.

## ► Principal Accountabilities ( % of time, What, How and Why):

- ( 5%) Strictly follow company EHS & 5S policies and regulations. Follow R&D personnel's individual EHS responsibilities listed in 'EHS Responsibilities Management Program'.
- (25%) Process engineering: support local and other Asian plants with product transfer and local process setup.
- (35%) Lead new product development projects based on business needs: Understand key materials fundamentals, performance compounding/formulation, product microstructure and properties, and thus the relationship with product performance in applications.
- (20%) Technical support to business: provide substantial technical expertise to local business including identification, analyzing technical issues and eventually providing solutions, but not limited.
- (15%) Smooth communication with other business functions like marketing/sales/manufacturing/products department and visit customers/suppliers as needed. Keep good communication inside the team.

## ► Recruiting Requirements:

- Master/Ph.D. education
- Good communication and project management skills.
- Good English skills. Willing to work under multiple culture.
- Minimum 2 years working experience in polymer industry regarding process, quality or product development.



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# Mechanical Engineer 1 - Grinding

## ► Objective of the Position:

Member of the CGTC (China Grinding Technology Center) technical staff, carry out projects, directly aligned and/or contribute to team projects leading to advancement of abrasive finishing technology and products. Could be flexible based on real work flow in the future.

## ► Principal Accountabilities (What, How and Why):

- Carry out of grinding studies and projects in support of advancements in abrasive products, and their applications.
- Define projects related to Application Engineering solution, develop proposals, and execute them together with suitable SGA (Saint-Gobain Abrasives Shanghai Company) resources to achieve technical superiority over competitors and also establish credibility and collaboration with key customer.
- Facilitate establishment of CGTC equipment, resources, measuring tools, methods and techniques and utilize them as required for project activities.
- Develop application technology competence through self learning, participation in training programs and through projects and in collaboration with other technology centers. Utilize such knowledge in the training and development for application technology for R & D, PM, AE & SQM staff of SGA.

## ► Recruiting Requirements:

- Master/Ph.D. Majored in grinding, mechanical manufacturing or mechatronics.
- Experiences on the virtual instrument, C programming language basis is required.
- Good communication and English skills.





## Mechanical Engineer 2 - Precise Instrument

### ► Objective of the Position:

Be responsible for testing design, platform development as well as equipment upgrade and maintenance to support business needs and R&D projects.

### ► Principal Accountabilities ( % of time, What, How and Why):

- (5%) Strictly follow company EHS & 5S policies and regulations. Follow R&D personnel's individual EHS responsibilities listed in 'EHS Responsibilities Management Program.
- (50%) Design, setup and upgrade R&D test equipments for different applications. Tester calibration and maintenance to keep precise and reliability. Facilitate establishment of CGTC equipment, resources, measuring tools, methods and techniques and utilize them as required for project activities.
- (35%) Develop/co-develop with suppliers new testing platform of various movements, tribology and sealing leakage for different products or applications..
- (10%) Work with global testing team/experts to coordinate application testing and ensure results reliability and synchronization.

### ► Recruiting Requirements:

- Bachelor/Master education. Majored in Mechatronic Engineering or Mechanical Design and Theory
- 3~5 years' experience in mechanical engineering especially precise instruments.
- Good communication and English skills.



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## (Senior) Research Engineer - Performance Plastics (PTFE)

### ► Objective of the Position:

Apply scientific and engineering principles and theories for material, process and product development and to solve problems or provide solutions to customers.

### ► Principal Accountabilities ( % of time, What, How and Why):

- Material development (40%): Formulation design, raw material identification and evaluation, compound evaluation including thermal, mechanical, electrical, tribological properties to benchmark and provide different high quality composite materials for seals and bearings application.
- Processing study (20%): Fluoropolymer processing including compounding (low flow and free flow), molding, sintering, machining, coating, extrusion, injection molding etc. to find the most suitable and optimized fabrication method for various product.
- Product development (25%): Material design, mechanical design, simulation (with help of other resources), use appropriate processing method and equipments for manufacturing, product comparison and evaluation to meet requirements of each application.
- Technical support (10%): Support plant in Asia on various activities and projects to solve technical problems, expand application and launch new projects through idea hopper.
- EHS (5%): Strictly follow company EHS & 5S policies and regulations. Follow R&D personnel's individual EHS responsibilities listed in 'EHS Responsibilities Management Program.

### ► Recruiting Requirements:

- Master/Ph.D. Education, major in Materials Science and Engineering
- Working experience preferred especially on fluoropolymers
- Good communication skills and English



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# (Senior) Research Engineer – Silicon Rubber

## ► Objective of the Position:

To provide physical characterization testing services and solutions to R&D local teams as well as to external costumers; build the analysis platform and involve projects.

## ► Principal Accountabilities ( % of time, What, How and Why):

- Equipment management (15%)- Manage and control the equipment on the PHY lab to guarantee good occupancy and efficiency. As example of tasks:

a/ Actively participate into company and department's EHS & 5S policy. Be able to identify the risks of each equipment and help local EHS to perform risk assessment/evaluation. Communicate Safety & 5S issues/situation with PHY lab members, safety leader & supervisor;

b/ Operate the thermal and rheological characterization equipments in a good standard and in a safe way;

c/ Calibrate the specific equipment and optimize the occupancy when necessary in agreement with the engineer; d

/ Keep up to day the "calibration file" and the "equipment Notebook";

e/ Discuss with the suppliers when necessary and following instructions from the engineer





- Laboratory support-Analyze the results and write high quality reports after acquiring enough information from customer or additional sources (35%) – As example of tasks:

- a/ Check and accept the request from the LIMS: Talk/discuss with the customer if necessary;
- b/ With the help of the engineer (if needed), ensure the setting of the equipment;
- c/ Ensure the optimal sample preparation if necessary;
- d/ Perform the test following the SOP or other specific procedure after validation with engineer;
- e/ Interpret the results of the analysis;
- f/ Provide to customer precise and good quality report after validation with engineer or supervisor . Update the report into the PHY public folder;
- g/ Be able to directly explain to the customer the testing meaning;
- h/ Be able to identify and solve minor problems;
- i/ Report major problems to engineer or supervisor;
- j/ Etc.....

- Project Involvement: Involve local R&D and/or internal projects in SGRS, especially for Silicone application (50%) - As example of tasks:

- a/Involvement in R&D project and technical support for BUs;
- b/ Involvement in internal project or TSS project : Be the main contact of R&D team.

► **Recruiting Requirements:**

- Master/PH.D Education, major in Polymer Science or Engineering
- Industrial research experience in silicones
- Good communication skills and English



# (Senior) Research Engineer - Coated Abrasives

## ► Objective of the Position:

Develop local competency in R&D with strong emphasis on new product development. Optimize current product designs and develop new ones by leveraging local raw material suppliers to meet the Asian market requirements in terms of cost and performance. Provide process engineering support for the plant. Exploratory research in key components of coated abrasives.

## ► Principal Accountabilities ( % of time, What, How and Why):

- (40%) Product design and development for the Asian market, I.e., New metal and wood working product for China, and south east Asia
- (10%) Reverse engineering and benchmarking of competitive products
- (15%) Search and screen domestic suppliers to do raw material qualification.
- (20%) Process Engineering - Support the Coated Mfg. plant with product transfer and new product scale up.
- (5%) Comply to EHS & 5S policy. Make his perimeter risk assessment and keep updating according to the risk assessment methodology followed by the entity. Update Standard Operation Procedure (SOP) as per new EHS requirements that defined specific EHS condition before operation. Follow it strictly. Correct other people if they don't apply it.
- (10%) Other tasks assigned by manager.

## ► Recruitment Requirements:

- Master/PH.D education, major in Materials Science and Engineering
- Min 3 Years R&D working experiences in process technology oriented
- Good communication skills and English



# Research Engineer –Polymer Materials (for performance plastics/abrasives products)

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## ► Principal Accountabilities:

- Base on business needs, understand key materials fundamentals, performance, compounding/ formulation and design the product/process for specific applications in different business functions, such as high performance plastics, abrasives, etc.
- Work closely with all internal & external parties to make sure the projects meet the deadline and the products meet customers' requests.
- Test and analysis the products' performance.
- Communicate with other departments like market/sales/manufacturing and visit customers/suppliers as needed.
- Keep good documentation of product development, technical support projects and communications.
- Strictly abide the EHS policies and implement them in daily work.

## ► Recruitment Requirements:

- Master degree or above, majored in polymer materials.
- Good command in reading, oral & written English.
- Good communication and interpersonal skills, team spirit.
- Working experience in materials industry is a plus.

**Remark: All polymer background talents are welcome, no matter you focus on composition or processing, if you are interested in our business and products, please feel free to apply.**

# Research Engineer –Inorganic Materials (for abrasives/inorganic grains and powders)

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## ► Principal Accountabilities:

- Base on business needs, understand key materials fundamentals, performance, compounding/ formulation and design the product/process for specific applications in different business functions, such as abrasives/inorganic grains and powders/gypsum/quartz, etc.
- Work closely with all internal & external parties to make sure the projects meet the deadline and the products meet customers' requests.
- Test and analysis the products' performance.
- Communicate with other departments like market/sales/manufacturing and visit customers/suppliers as needed.
- Keep good documentation of product development, technical support projects and communications.
- Strictly abide the EHS policies and implement them in daily work.

## ► Recruitment Requirements:

- Master degree or above, majored in inorganic materials.
- Good command in reading, oral & written English.
- Good communication and interpersonal skills, team spirit.
- Working experience in materials industry is a plus.