

**Title:** Technical Director, Color Development  
**Reports To:** VP, Product Development & Quality Assurance  
**Department:** Product Development

## General Description of Role:

This role directs all activities of the Color Development Laboratory. With a current staff of five that includes a middle manager and four technicians this group's duties include all technical aspects of color delivery to our stores. This includes the generation of color formulas, database management, color tools vendor management, colorant control, and color support for both stores and Product Development. This role has budget creation and management responsibilities as well as all personnel management.

Following is a list of attributes, skills, and/or behaviors required for this role.

## Experience and Education

1. Minimum of 10 years industry experience in color or paint related R&D.
2. Minimum of 5 years managing a laboratory team as a Group Manager or Technical Director.
3. Bachelor's Degree in Color Science, Chemistry, or Chemical Engineering.
4. MBA a plus.
5. Good command of Software applications such as Microsoft Office, (Excel, Word, PowerPoint, etc), Color Management, (X-Rite, DataColor, etc), and SAP.

## Technical Color Management

1. Directs all technical aspects of color delivery to our customers.
2. Works with Color Marketing in managing the current and future product lines.
3. Works with Store Operations to improve color delivery and accuracy.
4. Identifies color system weaknesses and suggests projects for improvement.
5. Maintains good working knowledge of competitive product features and attributes.
6. Understands the role of color technology in providing value to the customer.
7. Understands the capabilities related to color of the key competitors.
8. Is well-versed in color management and matching software packages.

## Project Management

1. Have good financial skills in order to bring projects in on-budget.
2. Maintains a comprehensive project management system including all resources.
3. Manages projects to successful completion within timelines and launch schedules.
4. Manages resources, both human and non-human effectively to achieve goals.

## Personnel and Interdepartmental Management

1. A team-builder that is able to recruit, train, and manage world-class people.
2. Has extensive personnel management experience and has demonstrated ability to grow people.
3. Works continually to strengthen the relationship with related departments.

## Supplier Management

1. Has strong working knowledge of industry colorant and instrumentation suppliers.
2. Is well-versed in new concepts introduced into the market.
3. Maintains contact and working relationship with key vendors.
4. Uses knowledge of colorants, dispensers, and color matching systems to maintain DE at the leading edge.
5. Manages color tools vendor performance which reduces costly errors.

## Contact

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