



Job Title	NPI Packaging Engineer
Job Level	4b
Location	SBP or Arete
Business Unit	Group Packaging & Supply Chain
Function	New Product Development
Leader	NPD Area Leader
People Leadership	N/A
Role Purpose	
<p>Responsible for supporting new packaging research and development projects, from concept through to feasibility, and the implementation into new NPD projects within our existing manufacturing facilities. This role will focus on projects aimed at improving and enhancing the design and performance of our core & luxury packaging portfolio, as well as supporting the agreed WG&S business objectives, in areas such as sustainability and quality.</p>	
<ul style="list-style-type: none"> • Assist in identifying new and innovative suppliers, technologies or materials to support the New Pack Ideas key themes and current WG&S business objective. • Lead research into new ideas / concepts selected for further assessment to help evaluate their technical and commercial business potential against specific pack innovation opportunities. • Collaborate with a range of R&D and cross functional associates including marketing, suppliers, industry governing bodies, education institutes and industry experts (both internal and external). • Lead the delivery of a range of new packaging innovation projects in line with the NPI governance process. With the ability to handle multiple projects of different scales, pace and levels ambiguity. • Develop and execute technical test plans to assess agreed concepts via carrying out required experimentation and prototyping to prove out obstacles, establish cost estimates and validate technical assumption. • Assist in the exploration and technical evaluation of unknown or unproven areas of packaging innovation. Developing technical mastery within the key focus areas to support WG&S business prioritise. • Contribute to the catalogue of new proven ideas, ensuring they are easily referenced and ready for deployment to support future product developments. Ensuring a competitive advantage to WG&S from a packaging standpoint. • Maintaining the upkeep of the NPI lab ensuring the space is maintained at standard, reference samples and prototypes are well maintained, catalogued and well presented, ensuring an innovative working environment. 	



Values



BE PROUD
We are proud of our brands, our heritage, and our commitment to superior quality in our products



BE RESPONSIBLE
We expect every individual and their teams to be accountable and to perform to their full potential



BE SUSTAINABLE
We wish to make a positive contribution to our communities and to our environment



BE PROFESSIONAL
We value integrity, transparency, professionalism and constructive debate within a team working culture



BE ENTREPRENEURIAL
We foster a forward thinking and innovative culture that recognises the need for innovative thinking and continuous improvement



THINK LONG TERM
We are proud of our brands, our heritage, and our commitment to superior quality in our products

Core Competencies:

Creating and Innovating

- Produces new ideas, approaches, or insights
- Creates innovative products or designs
- Produces a range of solutions to problems.
- Seeks opportunities for organisational improvement.
- Devises effective change initiatives.

Entrepreneurial and Commercial Thinking

- Keeps up to date with competitor information and market trends
- Identifies business opportunities for the organisation.
- Demonstrates financial awareness; controls costs and thinks in terms of profit, loss and added value

Analysing

- Analyses numerical data, verbal data and all other sources of information
- Breaks information into component parts, patterns and relationships
- Probes for further information or greater understanding of a problem
- Makes rational judgements from the available information and analysis
- Produces workable solutions to a range of problems
- Demonstrates an understanding of how one issue may be a part of a much larger system.

Applying Expertise and Technology

- Applies specialist and detailed technical expertise
- Develops job knowledge and expertise through continual professional development
- Shares expertise and knowledge with others
- Uses technology to achieve work objectives
- Demonstrates appropriate physical co-ordination and endurance, manual skill, spatial awareness and dexterity
- Demonstrates an understanding of different organisational departments and functions

Learning and Researching

- Rapidly learns new tasks and commits information to memory quickly
- Demonstrates a rapid understanding of newly presented information
- Gathers comprehensive information to support decision making
- Encourages an organisational learning approach (i.e. learns from successes and failures and seeks staff and customer feedback).
- Manages knowledge (collects, classifies and disseminates knowledge of use to the organisation)

Presenting and Communicating Information

- Speaks clearly and fluently
- Expresses opinions, information and key points of an argument clearly
- Makes presentations and undertakes public speaking with skill and confidence
- Responds quickly to the needs of an audience and to their reactions and feedback
- Projects credibility



Skills and Qualifications:

Essential:

- Degree or diploma in packaging, packaging materials, material science or design engineering with substantial experience and proven record in packaging environment.
- Understanding of packaging sciences, development and manufacturing processes, with significant experience and demonstrated knowledge of packaging print processes, packaging and material componentry, its functionality and performance requirements (in particular containers, closures and secondary packaging).
- Flexibility in changing priorities and responsibilities to support business needs. Tolerance for ambiguity in a fast paced, constantly changing product roadmap environment.
- Proven problem solver with analytical and troubleshooting abilities.
- Strong organisational skills and administrative aptitude as demonstrated via effective delivery of stakeholder requirements within a change environment.
- Good PC Applications Skills, competent in all MS office programs including Projects, Word, Excel and PPT.

Desirable:

- Understanding of development process for new concepts / products from idea to feasibility, including supporting portfolio of work.
- Experience in the application of new and innovative sustainable packaging materials or technology
- Knowledge of 3D software, file structures and its application within packaging development
- Experience of technical testing processes and methodologies

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