

RESEARCH & DEVELOPMENT (R&D)

"The magic behind the brands"

What we do

Every year P&G invests around \$2 billion in Research & Development (R&D), corresponding to more than 2% of company net sales. P&G's strong focus on innovation is reflected by a company portfolio of more than 35,000 patents.

Through innovation we fulfill our purpose to improve the consumers' lives, looking carefully for sustainability opportunities at every touch point along our products' development path. We do this by developing new materials, packaging innovations and alternative energy programs that allow us to deliver more sustainable products. Also, we leverage on cutting edge technologies such as virtual modeling and simulation tools to maximize our efficiency.

In Western Europe we employ around 3000 people with multicultural and multidisciplinary scientific backgrounds in **8 Innovation Centers located in Belgium, Germany, the UK, and Italy.**

Who we are looking for

We look for brilliant and highly motivated candidates, driven by scientific curiosity, from Science and Engineering disciplines including;

- **Physical Sciences** – Chemistry, Mathematical Modeling & Simulation, Physics and Materials Technology and Science
- **Life Sciences** – Biochemistry, Biotechnology, Biology, Pharmacy and Microbiology
- **Engineering** – Chemical, Mechanical, Electrical, Industrial, Precision and Mechatronics
- **Product and Industrial Design**

We recruit talents mainly for R&D Europe, but we also look for candidates interested to start their career in R&D Asia (China-Beijing and Singapore).

BRUSSELS INNOVATION CENTRE - Brussels

Key Product Categories:
Laundry products, fabric enhancers, hand dish products, detergents, surface cleaners, professional products, air care products, pet care

GERMAN INNOVATION CENTRE - Schwalbach

Key Product Categories :
Baby care (diapers, baby and toddler wipes),
Feminine care (pads, pantliners and tampons),
light adult incontinence products

GERMAN INNOVATION CENTRE - Darmstadt

Key Product Categories:
Hair care products and hair colorants (Wella)

GERMAN INNOVATION CENTRE - Kronberg

Key Product Categories :
Manual and power oral care products (Oral-B) , powered wet shaving handles (Gillette), hair removal appliances (Braun), chargers (Duracell)

Where do I start?

We have 2 Entry Levels at which we hire people into Research & Development:

The **Scientist/Engineer Entry Level (EL2 – Management role)** requires the highest evaluations against all P&G criteria. You'll need to demonstrate academic excellence from school to university and we normally expect a higher/superior degree or PhD/Post-doctorate. Scientists/Engineers are expected to solve significant technical problems and lead the innovation process.

As a Scientist/Engineer in our R&D organisation, you will invent, reapply, develop, and deliver breakthrough product, process, raw material, and packaging technologies that provide delightful and winning brand experiences to consumers.



The **Researcher Entry Level (EL1 - Non Management role)** enrolls other degrees into research, laboratory or pilot plant positions. As a Researcher you will work with an international team of scientists and engineers on new consumers' ideas, linking consumer needs and science. You will either design and execute experimental work in our high-tech laboratories and/or in pilot plants, or you will organize and analyze consumer tests.



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My career opportunities in R&D

Depending on your skills and background, you could work in any of these areas:

Product Research

You will develop a deep understanding of consumer needs, identifying new product opportunities and developing unique concepts. You'll test new prototypes and work with Marketing and other functions to define our product claims.

Product Development

You will develop new technologies, formulations and prototypes and define the final product based on technical performance, consumer acceptance and cost. You will design and apply test methods based on both technological models and consumer preferences and protect the new technologies by developing and filing patents.

Packaging Development: You will develop and introduce new and improved packaging and devices, defining design criteria to ensure packaging meets product, consumer and environmental needs. You'll work closely with Purchasing to identify the most technically proficient and cost effective suppliers

Analytical & Microbiology: You will provide specific chemical and biological expertise to develop new test methods for new technologies and formulations.

Product Safety & Regulatory Affairs: You will assure products are safe for humans and the environment, ensuring products are in compliance with country regulations and providing scientific support for external communication.

LONDON INNOVATION CENTRE- Egham

Key Product Categories:
Beauty care (hair care, personal beauty care and prestige products),
Health & Well being (Oral care and Personal health care products)

NEWCASTLE INNOVATION CENTRE - Newcastle

Key Product Categories :
Granular detergents for laundry and dish businesses

READING INNOVATION CENTRE - Reading

Key Product Categories:
Men's and women's blades and razors, shaving skin care products, electric razors (Gillette)

ITALIAN INNOVATION CENTRE - Rome (Pomezia)

Key Product Categories :
Bleach and laundry additives

Process Development and Manufacturing Capability:

You will develop the manufacturing technology to make new products and prototypes in our factories, developing innovative processes and manufacturing systems and qualifying designs to ensure production capability. This will involve the scale up from laboratory to pilot to full scale. You'll work with external suppliers to identify suitable equipment and raw materials.



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Daily. Globally. Personally. Professionally.

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