



**At Columbia Chemical, providing quality additives for the metal finishing industry is our business. Since our beginning in 1975, we have specialized in developing high quality plating processes. Located in Brunswick, OH, Columbia Chemical is an ESOP Company with easy access to Interstate 71. Columbia Chemical is an Equal Opportunity Employer.**

**Position Summary:** Research Chemist

This position is responsible for research, development, and formulation of new products to meet market and customer needs. Responsibilities also include adjusting existing products as issues or opportunities for improvement arise. This position requires use of best laboratory practices, an ability to prioritize, and strong attention to detail.

**Essential Functions:**

1. Formulate new products based on market and customer needs. Research materials, review patents, determine material properties and requirements of finished products. Plan testing methodology following Design of Experiments principles.
2. Analyze competitors' products. Determine advantages and limitations of our products in relation to competition. Communicate these properties and other product related data to leadership, marketing, sales and technical teams.
3. Write technical articles for industry publications and for marketing department. Present technical seminars for customers, trade shows, and industry events.
4. Maintain an accurate laboratory notebook with detailed experimental procedures and results.
5. Use analytical equipment such as XRF, FTIR, IC, ICP-OES, and HPLC. Conduct testing for ductility, stress, and electrodeposition efficiency.

**Nonessential Functions:**

1. Assist marketing and leadership in selection of trial sites and trial plans. Travel to customer locations to oversee installation of new products. Review results of field testing and reformulate as needed.
2. Enter new formulations and revisions into ERP system.
3. Review industry journal articles to stay current on technical trends and related industry information.
4. Clean and maintain laboratory equipment, glassware and surfaces.
5. Other duties as assigned.

**Competencies:**

1. Strong analytical skills
2. Organizational skills
3. Ability to multitask and prioritize
4. Communication skills
5. Flexibility and adaptability
6. Works well in a team or alone
7. Quality of work

**Work Environment:**

1. This position is performed in a laboratory setting, five days a week with typical work hours being 7:45 am through 4:00 pm although due to customer hours and travel, actual hours will occasionally vary for this position.



1000 Western Drive • Brunswick, OH 44212

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2. Frequently this position will be required to walk into the plant, office and up or down stairs gather information or collaborate with other departments.
3. Proper personal protective equipment (PPE) should be worn at all times including safety glasses and steel-toed shoes. Position requires handling of hazardous chemicals.
4. Occasional travel (less than 20%) may be required both domestically and internationally.
5. This position is salaried.

**Physical Demands:**

1. While performing the duties of this job, the employee is regularly required to transport objects, move about the lab, stand for extended periods, sit, bend, reach with hands and arms, ascend/descend stairs, push/pull, use hands, use analytical thinking, and observe, converse, and exchange information.
2. The employee must occasionally lift and/or move up to 50 pounds.
3. The noise level in the work environment is usually quiet to moderate.
4. Technical Expertise/Specialized Knowledge:
5. General metallic and organic coatings knowledge is preferred.
6. Proficiency in MS Office [Outlook, Excel, Word] and Adobe or similar software is required.

**Education and Experience:**

1. Education: Bachelor's degree in Chemistry is required; Master's degree in Chemistry is preferred.
2. Years of experience: At least 3 years prior laboratory experience.

**Compensation:**

1. Healthcare, 401(k), Employee Stock Ownership Plan
2. Salary commensurate with experience

**Contact:**

Email resume in PDF or Word format to [careers@columbiachemical.com](mailto:careers@columbiachemical.com)

*No phone calls please.*