



Douglas Products

1550 East Old 210 Highway, Liberty, MO 64068

Tel 800 223 3684

www.douglasproducts.com

POSITION DESCRIPTION AND CANDIDATE SPECIFICATIONS

POSITION: Pest Management Field Research Scientist

THE COMPANY: Douglas Products is a specialty products manufacturer and marketer of high-quality brands in the global agriculture production and structural pest control markets. For more than 100 years, Douglas Products has partnered with customers who seek to build and protect mutually beneficial business value. We create quality solutions backed by expertise in training, stewardship, regulatory affairs, and industry support.

With three Divisions - Pest Management, Sanitary Sewer and Water, and Plant Health - Douglas Products prides itself in its reputation as a trusted partner with a customer-centric operating philosophy while upholding the highest ethical standards in its business operations.

Building on that sustainable foundation, Douglas Products is expanding its portfolio through product acquisitions and licensing agreements that extends its range of products and technologies to produce, protect, and preserve agricultural commodities and residential/commercial structures.

Douglas Products is an Altamont Capital Partners portfolio company. Further information on the company can be found at <http://douglasproducts.com/>

POSITION DESCRIPTION: The Pest Management Field Research Scientist is responsible for developing and managing research protocols to answer critical questions associated with new use patterns, product defense and issue resolution, analyzing and summarizing information for project decision making, and providing technical support for assigned projects, products, and geographies.

Specific responsibilities include the following:

- Manage all aspects of assigned projects including protocol development, resource management, data analysis, budget tracking and final summary report.
- Provide input based on critical technical data analysis for project decision making.
- Provide necessary critical review and evaluation of new and proposed regulatory requirements based on existing information.
- Provide technical support by developing and/or reviewing written responses to commercial, customer and consumer questions using available resources such as product labeling, regulatory studies, regulatory requirements, research reports and knowledgeable internal and external stakeholders.
- Revise existing and write new product labels and manuals.
- Develop technical content for multiple delivery platforms for new technologies, new regulations, and new markets for use by internal and external stakeholders, industry personnel, customers, and consumers.
- Develop and deliver training for new technologies, new regulations, and new markets.
- Provide critical review of content developed by R&D, Commercial and Regulatory personnel for external release.
- Write research and technical publications for submission to refereed publications, scientific proceedings, and regulatory agencies.
- Proactively and collaboratively work with internal and external stakeholders to achieve desired project and work goals.

Required Skills and Knowledge: The successful candidate should be able to demonstrate the following:

- Ability to work effectively with limited supervision in a variety of environments including home/virtual office, agricultural settings, urban environments, laboratories, etc.
- High level of proficiency with several computer-based programs including those from Microsoft, Adobe, and SAS (specifically JMP).
- Excellent project management skills with the ability to manage and track multiple projects at one time.
- Excellent written and verbal skills to effectively communicate technical information to both technical and non-technical audiences across multiple delivery platforms.
- Ability work effectively with a high level of uncertainty and adapt quickly to changing situations.
- Ability to work collaboratively across cultures and with individuals of diverse backgrounds.
- Comprehensive knowledge of Integrated Pest Management and its application in urban, agricultural, and quarantine environments.

Education/Experience Required:

- Required: Ph. D. in Entomology, Agronomy, Weed Science, Plant Pathology, or other life sciences.
- Required: Experience working with pesticides (agriculture and/or urban use), including fumigants.

Position and Expected Hours of Work:

- Full-time salaried position.
- Work hours frequently extend beyond an 8-hour workday and a 40-hour work week.
- Evening, late night and weekend hours may be occasionally required.

Travel Requirements:

- Ability to travel up to 35-45% of time is required.
- Overnight travel is required.
- Ability to travel inside and outside of the United States is required.

REPORTS TO: Director of Regulatory Affairs/R&D

COMPENSATION: An attractive compensation package will be offered to the successful candidate.

LOCATION: Contiguous United States.

TIMING: We are looking to fill the position immediately. This job posting will close May 1, 2021.

CONTACT: If you have any questions or are interested in applying for the position, please contact Tim McPherson at tim.mcpherson@douglasproducts.com and provide a cover letter, a complete C.V. as well as three references or letters of recommendation.

EQUAL EMPLOYMENT OPPORTUNITY:

It is the Company's policy to provide equal employment opportunity for all applicants and employees. The Company does not unlawfully discriminate on the basis of race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), gender identity, national origin, ancestry, citizenship, age, physical or mental disability, legally protected medical condition, family care status, military or veteran status, marital status, domestic partner status, sexual orientation, or any other basis protected by local, state, or federal laws. When necessary, the Company also makes reasonable accommodations for disabled employees and for pregnant employees who request an accommodation, with the advice of their health care providers, for pregnancy, childbirth, or related medical conditions.

The Company prohibits sexual harassment and the harassment of any individual on any other basis listed above.