



THE ART AND SCIENCE OF PURE FLOWER AND PLANT ESSENCES

ESTÉE
LAUDER
COMPANIES

Aveda, a subsidiary of Estee Lauder Companies

Associate Fellow, Green Chemistry Formulation & Sustainability

Position is based in the *Greater Minneapolis/St. Paul Metro Area, MN*

Aveda is the leading high-performance, plant-based hair and skin care brand, trusted by millions of guests and thousands of artists and salons around the world. Our promise is to care for the whole you, connecting beauty, well-being and sustainability. Our powerful products are rooted in nature and inspired by the bold self-expression of art and style from around the globe. We work to make a difference in the world by using recycled packaging, responsible sourcing and manufacturing, and raising money for clean water during Earth Month.

Position Summary:

Contributions: Skilled individual contributor demonstrating collaboration, delivering sustained important contributions in green formulations chemistry and sustainability. Responsible for supporting and to advance green chemistry and sustainability through the implementation of value adding solutions, such as sustainability reporting, stakeholder engagement, assessment and strategy.

Leadership: Performs assignments independently. Demonstrates collaboration and the ability to influence across the enterprise. The ideal candidate has a can-do attitude and enjoys fast pace environments.

Technical: Strong understanding of green chemistry and sustainability. Strong understanding of formulation science. Continues to build depth of technical understanding. Interprets unexpected results / learnings.

Organizational: Proficient in using & seeks out opportunities to improve company capabilities & systems. Collaborates with others to connect skills needed to perform assignments / projects. This unique position will involve working closely with a wide range of both internal and external stakeholders and requires the ability to work at both a technical and big-picture strategic level.

Job Description:

- Provide overview on sustainability related projects for cosmetic and chemical products in the R&D organization.
- Prioritize activities and initiatives based on importance and business value, ensuring results on a global level.
- Support brands in goal setting and direction in line with the Company's sustainability strategy.
- Support projects for risk material for brands as well as traceability for these materials.
- Demonstrate Cosmeto-vigilance and analysis of sustainability in the cosmetic industry.
- Ensure strong collaborative stakeholder relationships internally and externally.
- Communicate clearly to ensure stakeholders are aware and understand the implications of the long-term goals connected to sustainability through seminars, meetings, trainings, and workshops
- Delivery information, both written and verbally, to all levels of management from key project members to the highest level of ELC management.
- Effectively collaborate within team and across functions.
- Drive efficiency and agility through openness to learn from and with others.
- Demonstrate understanding of key business drivers.

Qualifications

Minimum Education Level: Bachelor of Science in Chemical Engineering, Chemistry, Cosmetic Chemistry, and Sustainability or equivalent

Minimum Years of Experience: 10 years

Additional Job Specifications:

- Experience working within formulations/ production/supply chain for consumer products company
- Experience working in a global environment with multiple stakeholders/points of contact
- Demonstrated ability to drive results, teamwork and co-creation and work independently
- Ability to use inspirational communication to interact with and influence colleagues globally
- Preferred experience in sustainability with interest in the cosmetic industry

Please email a copy of your resume with a cover letter to bbreitin@estee.com. Please enter Associate Fellow in the subject line.

Estee Lauder Careers Page; <https://www.elcompanies.com/en/careers>