# JOB DESCRIPTION

**Title:** Rotational R & D Engineer  
**Location:** (Rotational for first two years)  
☐ Manager  
☐ Leader/Supervisor  
☒ Individual Contributor  

**Department:** Celanese R&D  
**Date of Description:** May 2010  

**Salary Level:** Band 8  
**Supervisor:** Open

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### Purpose and Summary of position: (5-8 major activities):

Celanese is a global producer of engineering thermoplastic polymers, polymeric emulsions, acetic acid and acetyl derivatives, with an annual revenue of $ 6.4 billion (2008). Celanese has multiple technical centers in US, Germany, and China.

Celanese is looking for strong technical talent that will provide technology leadership for developing innovative products and processes. In this rotational position and for the first two years, candidates are typically provided with 3 challenging technical assignments, with one potential assignment at a technical center outside of US. Upon successful completion of the program, candidates are placed in the relevant business unit.

Leadership, drive, initiative, technical depth & breadth, mobility, flexibility and excellent communication skills are a must for this position.

**Primary role:**  
- Customer focussed development of new materials or processes by utilizing polymer or chemical engineering & characterization techniques  
- Providing innovative solutions for complex industrial technical problems in a timely manner

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### Desirable Knowledge/Skills/Abilities:

- Strong background in material, polymer or chemical engineering.  
- Technical skills and creativity needed to propose, design, and perform studies aimed at the development of next generation, high performance products and processes.  
- Hands-on skills needed to safely design, set-up, and perform design of experiments for material or process development.  
- Working knowledge of analytical techniques needed to characterize new chemicals, materials and familiarity with the physical properties, flow behavior, and thermal characterization of polymeric materials.  
- Technical and analytical skills needed to scale-up new innovations to pilot- and commercial-scale production.

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### Required Knowledge/Skills/Abilities: (Include 5 – 8 Major Activities)

- Ph.D. in material science, polymer or chemical engineering  
- Hands-on, self-starter, goal-oriented individual with drive for solving problems and finding solutions to complex problems in a timely manner  
- project management skills  
- excellent communication skills  
- customer focused, detail oriented and data driven

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### Required Knowledge/Skills/Abilities:

- Ph.D. in material science, polymer or chemical engineering  
- Hands-on, self-starter, goal-oriented individual with drive for solving problems and finding solutions to complex problems in a timely manner  
- project management skills  
- excellent communication skills  
- customer focused, detail oriented and data driven

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### Please check the top three Success Factors that are required for success in this position (role model level behaviors should be demonstrated):

- ☑ Relations & Networks  
- ☑ Developing Others  
- ☑ Multiculturalism & Diversity  
- ☑ Courage  
- ☑ Results Orientation  
- ☑ Strategic Thinking & Business Understanding  
- ☑ Change & Innovation  
- ☑ Customer Focus  
- ☑ Teamwork & Cooperation  
- ☑ Technical & Organizing Skills  
- ☑ Work Ethic  
- ☑ Communications Skills
**Required Experience:** 0-5 years  
**Required Education:** Ph.D.  
**# Employees Supervised:** 0  
**Budget $ controlled:** 0

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**If you have a vacancy for the position please complete the following and forward the entire document to your HR Partner.**

**Number of Positions:** 1

**Reports To**

<table>
<thead>
<tr>
<th>Title</th>
<th>Global Technology Leader</th>
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**Celanese Division:** Open  
**Location:** Pasadena, TX or Florence, KY  
**Exempt:** Yes  
**Salaried non-exempt:** No  
**Hourly:** No

**HR Site Contact:**

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**Cost Center:**

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**Headcount:**

- Replacement (Budgeted Position)
- New (Budgeted Position)
- New (Not Budgeted)

**Reason for replacement:**

- Promotion or transfer (Internal)
- Resignation, Termination, Retirement (External)
- Other

**Posting (check one):**

- Site Only
- Chemicals Only
- Ticona Only
- Acetate Only
- Company Wide

**External Posting**

- Yes  
- No

**Suggested Resources:**

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HR Form 001/ Rev. Date: 5/11/2010
### Recruiting & Staffing Office Use Only:

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**JOB DESCRIPTION**

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<tr>
<th>Title:</th>
<th>Rotational R &amp; D Chemist/Polymers Scientist</th>
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<tbody>
<tr>
<td>Location:</td>
<td>(Rotational for first two years)</td>
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<td>Department:</td>
<td>Celanese R&amp;D</td>
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<td>Date of Description:</td>
<td>May 2010</td>
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<td>Salary Level:</td>
<td>Band 8</td>
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<td>Supervisor:</td>
<td>Open</td>
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**Purpose and Summary of position: (5-8 major activities):**

Celanese is a global producer of engineering thermoplastic polymers, polymeric emulsions, acetic acid and acetyl derivatives, with an annual revenue of $6.4 billion (2008). Celanese has multiple technical centers in US, Germany, and China.

Celanese is looking for future R & D Leaders that will provide technology leadership for developing innovative products and processes. In this rotational position and for the first two years, candidates are typically provided with 3 challenging technical assignments, with one assignment at a technical center outside of US. Upon successful completion of the program, candidates will be placed in the relevant business unit.

Leadership, drive, initiative, technical depth & breadth, mobility, flexibility and excellent communication skills are a must for this position.

Primary role:
- Customer focused development of new materials or processes by utilizing synthesis, compounding & characterization techniques
- Providing innovative solutions for complex industrial technical problems in a timely manner

**Desirable Knowledge/Skills/Abilities:**

- Strong background in synthetic polymer, organic, inorganic chemistry or polymer science.
- Technical skills and creativity needed to propose, design, and perform studies aimed at the development of next generation, high performance products and processes.
- Hands-on chemistry or polymer science skills needed to safely design, set-up, and perform bench-scale syntheses, polymerization or compounding experiments.
- Working knowledge of analytical techniques needed to characterize new chemicals, materials and familiarity with the physical properties and flow behavior of polymeric materials.
- Technical and analytical skills needed to scale-up new innovations to pilot- and commercial-scale production.
**Required Knowledge/Skills/Abilities:** (Include 5 – 8 Major Activities)

- Ph.D. in polymer, inorganic, organic chemistry or polymer science
- Hands-on, self-starter, goal-oriented individual with drive for solving problems and finding solutions to complex problems in a timely manner
- Project management skills
- Excellent communication skills
- Customer focused, detail oriented and data driven

**Please check the top three Success Factors that are required for success in this position (role model level behaviors should be demonstrated):**

- Relations & Networks
- Developing Others
- Multiculturalism & Diversity
- Courage
- Results Orientation
- Strategic Thinking & Business Understanding
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Direct Supervisor Signature/Date | 2nd Level Signature/Date | HR Signature/Date

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<td>Florence, KY or Pasadena, TX</td>
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| Celanese Division: | | |
|-------------------|---|
| Open              | |

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