Flavor & Fragrances Case Study:

Includes:
Opportunity Marketing Piece
Skills Survey
Grading Sheet

Contact:
Jeff Bennett
VP of Client Services
850-983-4871
bennett@ropella.com
COMAPNY
International Flavors & Fragrances

POSITION
Research Fellow

LOCATION
Union Beach, NJ

For more information contact:
Kim Bastemeyer
Senior Executive Search Consultant
The Ropella Group
757-967-8253
kim@ropella.com
International Flavors & Fragrances

As a leading creator and manufacturer of flavors and fragrances, IFF is dedicated to excellence in every area of their business—using knowledge, creativity, innovation, and technology to provide customers with superior consumer understanding and the highest quality products and service.

IFF’s success is built on a foundation of strong research and development. New molecules that broaden the palettes of their perfumers and flavorists, cutting-edge processes that ensure the highest quality ingredients, delivery systems that fit any customer need... the expertise and creativity of their scientists makes it all possible.

From fine fragrances and toiletries, to soaps, detergents, and other household products, to beverages and food products, IFF creates the flavors and fragrances that touch consumers every day.
Research Fellow

Opportunity Summary
Current Supervisor/Manager: Judith Kerschner

Functional Area: R&D

Department: Performance Insights

Leads the identification, development, and use of technologies that provide IFF with new opportunities for profitable growth.

Primary activities include management of the malodor control research project. This will include planning and execution of a complex technical multi-functional project of significant size, and a leading creative technical role on the malodor project which will include identification and development of technical opportunities and solutions in consultation with technical management/project team. The ability to propose and evaluate possible innovations based on a combination of technical and business understanding is expected.

This position will require the ability to interact across all business functions and to external customers to communicate the project results and findings and to implement new technologies within IFF. There is also the expectation that this position will assume responsibility for hiring and development of technical staff both within areas of their immediate control and be able to supervise and develop technical staff.

This position will also require the use of an in-depth understanding of organic physical chemistry with a strong working knowledge of analytical, polymer and/or physical chemistry. A thorough knowledge of the composition and use of consumer and/or food products is desired and a working knowledge of odor control technologies is desired.

Key Responsibilities in Order of Importance
- Identify technical opportunities and potential solutions in concert with management
- Plan and manage projects or act as functional/technical creative leader
- Conduct bench-level experiments
- Analyze data, accurately document experiments, summarize project insights
Decision Making

- Wide latitude for changes related to plan and execution of assigned projects
- Works in concert with line-supervisors and project leaders to determine team member roles and responsibilities
- Contributes to decisions regarding overall R&D strategies as requested
- Reviews proposed changes to project strategy with technical management

Essential Requirements

- Ph.D. in chemistry or with 10 years experience
- M.S. in chemistry or related discipline with 16 years experience
- Expert-level knowledge in one or more technical disciplines, and appropriate areas of the IFF business
- Demonstrated ability to manage complex projects of significant scope and/or evidence of significant relevant creative technical achievement
- Demonstrated ability to successfully propose and initiate investigation into new technical areas (preferred)

Additional Information

This position is for an experienced technical leader with expert technical knowledge, demonstrated creative results, and/or a history of successful project management. The individual will be part of a successful team focused on delivering innovation to IFF.
New York, NY

**Area Information**

**Union Beach** is a beautiful beach community that is home to around 7,000 people. This community offers a fantastic view of the New York skyline, allowing the view of the big city without the hassle. This small town has taken large strides to improve its downtown, beaches, and community in recent years by being a part of the Bayshore Regional Strategic Plan. So this charming city is only going to get better. But if small-town life isn’t for you, Union Beach is situated just across the state line, on the outskirts of New York City, only a few miles from the heart of America's favorite city.

**New York City** is the most populous city in the United States, while the New York metropolitan area ranks among the world’s most populous urban areas. It is a leading global city, exerting a powerful influence over worldwide commerce, finance, culture, fashion and entertainment. The city is also an important center for international affairs, hosting the United Nations headquarters.

Located on the Atlantic coast of the Northeastern United States, the city consists of five boroughs: The Bronx, Brooklyn, Manhattan, Queens, and Staten Island. It is the most densely populated major city in the United States, with an estimated 8,274,527 people occupying just under 305 square miles (790 km2). The New York metropolitan area’s population is also the nation’s highest, estimated at 18,815,988 people over 6,720 square miles (17,400 km2).

New York is notable among American cities for its high use and 24-hour availability of mass transit, and for the overall density and diversity of its population. Nearly 170 languages were spoken in the city and 36% of its population was born outside the United States. The city is sometimes referred to as “The City that Never Sleeps”, while other nicknames include Gotham and the Big Apple.

New York City has many landmarks and neighborhoods that are world famous. The Statue of Liberty greeted millions of immigrants as they came to America in the late 19th and early 20th centuries. Wall Street, in Lower Manhattan, has been a dominant global financial center since World War II and is home to the New York Stock Exchange. The city has been home to several of the tallest buildings in the world, including the Empire State Building and the twin towers of the former World Trade Center.
Links

Area Links
Official Web Site
NYC Go
NYC.com
NYC Transit

Real Estate
City Realty
Citi Habitats
Daily News

Education
NYC Department of Education
Colleges and Universities
Private Schools

Local News Publications
New York Times
New York Post
New York Real Estate

Professional Sports
Yankees
Mets
Knicks
Liberty
Rangers
Islanders
Giants
Jets
Metrostars
Magic

Shopping
Shopping Guide
Top 25 Destinations

Attractions
New York City Attractions
Central Park Zoo
New York Aquarium
For more information contact:
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kim@ropella.com

If you have open positions in your organization, give us a call and put our people and our process to work for you.
Skill Survey for: Research Fellow

Please type your answers in blue.

Name: ____________________________ Date: ____________________________

1. Outline University Degree(s) with date(s):
   (Please provide the Name, the Location and the Phone # of each Institution
   AND YOUR BIRTHDATE so we can conduct degree confirmation check.) Note: This date is
   required in degree confirmation checks and will only be used for that purpose. Your birth date
   will not be supplied to the client.

2. Outline your knowledge & experience with organic physical chemistry experience.

3. Outline your knowledge and experience in analytical, polymer and physical chemistry.

4. Describe your experience with consumer and/or food products, specifically in the area of odor
   control.

5. Describe your technical leadership and experience managing a multi-functional project (i.e.
   initiating projects, defining project scope and setting objectives & priorities).

6. Outline your experience proposing and evaluating possible innovations based on a combination
   of technical and business understanding.

7. Describe your people management experience. How many and what was their level of
   experience?
8. If asked one of these questions during an interview, how would you answer?
   - Why are you considering this opportunity? (or)
   - What’s motivated you to consider a job change at this time?

9. What are your circumstances regarding relocation to the Union Beach, NJ area? Are there any special issues we should be aware of? (Such as selling your home? Spouse’s work? Ages/relocating children at home? Joint custody issues? Parental care?)

10. Are you a US Citizen? If no, what is your Visa status and provide the type of Visa that you are currently working under and any restrictions/issues our client will have to deal with.

References
Please provide three to six references. The first priority is past bosses, then employees, and then peers.

Example: Bob Smith, currently – Director of R&D at ABC Chemical 412-123-4567, Email: bob.smith@abcchem.com.

Was R&D Director, my direct boss, while I was Sr. Chemist at ABC Chemical.

**We will NOT contact any references until after completing the interview process and not without notifying you first.**

1) 

2) 

3)
Our scorecard is a form you complete on every candidate you have now screened as a potential fit. If you can tell that some of the candidate’s are probably C level in a superficial overview in comparison to others you set those aside now and grade the rest. The scorecard will help you objectively weigh all the Must Haves and even the preferences in such a way that at the end of using the scorecard process you can be pretty sure who the A plus candidates are, who the A candidates are, and who the B candidates are. Then we focus on scheduling for the A’s.

### Candidate Comparison-Scorecard

<table>
<thead>
<tr>
<th>Candidate Name:</th>
<th>Grade:</th>
<th>Grader’s Name:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Client Name: IFF</td>
<td></td>
<td>Hiring Mgr’s Name: Judith Kerschner</td>
</tr>
<tr>
<td>Position: Research Fellow</td>
<td>HR Rep’s Name: Maggie Quinn</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Attribute</th>
<th>A/B/C</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Education</td>
<td>A = PhD in Chem and MS in Chem or related sci</td>
<td></td>
</tr>
<tr>
<td></td>
<td>B = PhD and MS in something other than above</td>
<td></td>
</tr>
<tr>
<td></td>
<td>C = only BS in something other than above</td>
<td></td>
</tr>
<tr>
<td>2. Exp with organic physical chem</td>
<td>A = Yes</td>
<td></td>
</tr>
<tr>
<td></td>
<td>B = Somewhat</td>
<td></td>
</tr>
<tr>
<td></td>
<td>C = No</td>
<td></td>
</tr>
<tr>
<td>3. Exp in analytical, polymer and physical chem</td>
<td>A = Yes</td>
<td></td>
</tr>
<tr>
<td></td>
<td>B = Somewhat</td>
<td></td>
</tr>
<tr>
<td></td>
<td>C = No</td>
<td></td>
</tr>
<tr>
<td>4. Exp with odor control in consumer and/or food products</td>
<td>A = Yes</td>
<td></td>
</tr>
<tr>
<td></td>
<td>B = Somewhat</td>
<td></td>
</tr>
<tr>
<td></td>
<td>C = No</td>
<td></td>
</tr>
<tr>
<td>5. Exp managing a multi-functional projects</td>
<td>A = Yes</td>
<td></td>
</tr>
<tr>
<td></td>
<td>B = Somewhat</td>
<td></td>
</tr>
<tr>
<td></td>
<td>C = No</td>
<td></td>
</tr>
<tr>
<td>6. Exp proposing and evaluating possible technical and business innovations</td>
<td>A = Yes</td>
<td></td>
</tr>
<tr>
<td></td>
<td>B = Somewhat</td>
<td></td>
</tr>
<tr>
<td></td>
<td>C = No</td>
<td></td>
</tr>
<tr>
<td>7. Exp managing people</td>
<td>A = Yes</td>
<td></td>
</tr>
<tr>
<td></td>
<td>B = Somewhat</td>
<td></td>
</tr>
<tr>
<td></td>
<td>C = No</td>
<td></td>
</tr>
<tr>
<td>8. Relocation to Union Beach, NJ</td>
<td>A = Yes, no issues and/or lives in the area</td>
<td></td>
</tr>
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<table>
<thead>
<tr>
<th>B = Some issues but nothing major</th>
<th>C = Will have major issues relocating</th>
</tr>
</thead>
<tbody>
<tr>
<td>9. Compensation: 90K to 110K with bonus 15%</td>
<td></td>
</tr>
<tr>
<td>A = 130K to 150K</td>
<td></td>
</tr>
<tr>
<td>B = 100K to 120K or 165K to 175K</td>
<td></td>
</tr>
<tr>
<td>C = below 100K or over 180K</td>
<td></td>
</tr>
</tbody>
</table>

10. Job Changes/Stability
Total Number of Job changes:
Total number of yrs working:
Average number of yrs at each job:
A = Avg. yrs = 5-10
B = Avg. yrs = 3-5
C = Avg. yrs >3

Grading Point System:
A’s = 4
B’s = 3
C’s = 2
Bonus Points = 1
Now add up the numerical value of each grade and then divide by the total number of grades

<table>
<thead>
<tr>
<th>Total Points</th>
<th>Divided by ___ grades =</th>
<th>Avg. Grade</th>
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