



Home Science Tools is a successful, growth oriented online retailer of educational science products. Our core focus is to ignite curiosity and enrich lives for generations by providing tools to engage and foster science discovery. Our core values are customer commitment, respect all, great work and great place. Visit the company website [www.homesciencetools.com](http://www.homesciencetools.com) for more information.

## Product Developer

**Reports to:** President

### **Purpose:**

This position identifies, prioritizes and selects new products available in the marketplace and develops new unique branded science kit products that meet the needs of teachers and parents to engage and inspire kids to learn through hands-on science. Key metrics are new product sales contribution, product profit margin, and competitive advantage in product offering.

### **Primary Accountabilities:**

1. Identify, prioritize, select, and develop new products
2. Write and maintain product instructions
3. Manage product changes and life cycle
4. Ensure product quality
5. Forecast product demand
6. Provide training on new products
7. In-house product and science expert

### **Responsibilities:**

- Supports company strategy of providing exceptional product choices at competitive prices to ensure our competitive advantage and meet customer needs.
- Continuously develops product and science education knowledge and expertise.
- Researches and analyzes customer needs and expectations to identify products that meet and exceed their needs and expectations.
- Identifies new product needs and opportunities, identifies new product supply sources, develops new products internally (primarily science kits), evaluates and selects new products.
- Manages changes and improvements to existing products, phases out non-performing products, and coordinates/communicates changes through the organization.
- Writes new product descriptions, instructions and specifications. Maintains existing product descriptions, instructions and specifications.
- Sets product pricing to ensure gross profitability and competitive position in marketplace.
- Provides training on new and existing products to Marketing, Customer Service and Supply Chain.
- Accountable for the New Product Process, Product Change Process, and Product Forecast Process.
- Accountable for the Product Scorecard.
- Works closely with Marketing in merchandising (promotion, placement, pricing) product.
- Works closely with Customer Service and Supply Chain to address product quality issues, define product specifications, and evaluate supply sources.
- Researches and analyzes products sold by competitors to ensure we have a competitive product offering.

- Researches and identifies products needed to support new customer markets.

**Required Qualifications:**

- Bachelor's degree required, preferred in a field of science, science education or engineering.
- 2+ years' experience in one or more of the following areas: science education, product development, technical writing, product design or engineering.
- Ability to acquire, analyze and act upon a wide variety of data to identify product marketing opportunities, select new products, manage existing products, forecast product demand and set product pricing.
- Ability to research and write science product descriptions, instructions and specifications. Instructions are typically geared toward children ages 9-15.
- Attention to detail and ability to develop, prioritize and manage multiple long and short-term activities and projects to best meet the business needs.
- Ability to work independently as well as in a team environment.
- Ability to work closely with Marketing, Supply Chain and Customer Service to ensure exceptional customer experience with company product.
- Skilled with Microsoft Office software including Word, Excel, Outlook, and preferably Access.

**Physical Demands & Working Conditions:**

- Relocation to Billings, Montana.
- Occasional international and domestic travel with overnight stays lasting up to 14 days.
- Sitting for long periods.
- Use of fingers, hands, arms involving computer work and lifting and carrying of material
- Good close, distance and peripheral vision.
- Occasional long workdays when meeting key deadlines, during critical projects or seasonal peaks.
- Ability to speak clearly and listen carefully.
- Ability to handle stressful situations such as dealing with conflict in a patient and respectful manner.

**Compensation and Benefits**

- Competitive wage based on experience
- Paid time off includes PTO and nine holidays
- Generous medical, dental, short-term disability, long-term disability, and life insurance.
- 401(k) plan with generous company contributions

**Location:** Corporate Office, Billings, Montana

**Travel Required:** 5-10% including some international travel

**Job Type:** Full Time

**Career Level:** Professional (exempt)

Send resume, cover letter and completed application for employment (available at [www.homesciencetools.com/careers](http://www.homesciencetools.com/careers)) to Frank Schaner at [frank@homesciencetools.com](mailto:frank@homesciencetools.com).