



**JOB DESCRIPTION**  
**Title: R&D Formulation Scientist**

**Date Last Modified: June 2025**

|                      |                                                                 |                        |              |
|----------------------|-----------------------------------------------------------------|------------------------|--------------|
| <b>Department:</b>   | R&D                                                             | <b>Classification:</b> | Exempt       |
| <b>Supervisor:</b>   | R&D Manager                                                     | <b>Job code:</b>       | ARS000-P2-09 |
| <b>Status:</b>       | <b>Regular, Full Time, Authorized to work in the U.S</b>        |                        |              |
| <b>Schedule:</b>     | M – F, 8 – 5 pm (on-site)                                       |                        |              |
| <b>Salary Range:</b> | <b>MIN:</b> \$69,219 <b>MID:</b> \$86,524 <b>MAX:</b> \$103,828 |                        |              |

**Position Objective:**

The R&D Formulation Scientist is responsible for design and development of formulations containing biological active ingredients. Direct responsibilities include formulating and evaluating new products, conducting lab trials, as well as executing regulatory work required for EPA, PMRA and other Federal registrations. The role collaborates closely with Marketing, Quality Assurance, Regulatory, Technical Services and Manufacturing Operations to ensure formulations align with customer needs, company goals and industry trends. They will need to work independently to optimize current testing methods, while also adopting new testing capabilities. This includes helping the R&D group plan for and adopt new facilities or equipment to enhance the internal research capabilities of BioWorks. Other duties as assigned. Occasional travel may be required.

**Essential Qualifications: Education, Experience, Skills, Certifications:**

- Education – PhD in Biotechnology, Biochemistry, Microbiology, Pharmaceuticals or similar fields preferred. Will consider Master's degree with relevant industry experience.
- Experience – Six or more years of relevant industry experience in formulating microbial products or biochemicals. Prior experience with liquid and solid biopesticide formulations, microbiology, stability studies, and regulatory guidelines is highly desirable.
- Complexity of Work & Decision Making – Difficult work on highly complex or involved projects that present new or constantly changing problems. Duties require outstanding judgment, initiative and the ability to deal with complex factors not easily evaluated.
- Accountability – Employee plans and arranges own work while the supervisor provides some functional guidance. Details of accomplishing the objective are left to the position including unusual and unique situations.
- Consequence of Errors – Probable errors difficult to detect and may have adverse effect on outside or customer relationships.
- Customer Interactions – Regular contact with various levels of staff or other departments, furnishing or obtaining information. Contact may involve discussion of controversial issues; or contacts with external people where improper handling may affect results but the primary responsibility rests with the next higher level of supervision.
- Supervision Provided – Supervision over a section where most of the time is spent assigning, reviewing, checking work, eliminating ordinary difficulties, and where procedures are standardized. Supervision and development may be exercised for at least one employee.
- Environment & Use of Equipment Machinery – Somewhat undesirable working conditions. Frequent exposure to noise, dust, chemicals, and/or heat, etc. or some other undesirable element. Will require the employee to lift and carry up to a 2.5-gallon jug containing liquid formulations and products. Some work in a dusty environment will require the use of a respirator and other personal protective equipment.

**Our Essential Values:**

- **OUR Team – ONE Company:** We embrace that we are in this together and take 100% responsibility for our relationships with others.
- **We Honor OUR Commitments:** Integrity is at the core of everything we do. We do what we say we will do!
- **We Have the Right Conversations:** We hold ourselves and others accountable to be courageous and have the RIGHT conversation with the RIGHT person at the RIGHT time about the RIGHT thing.
- **Our Customers' Success is Our Success:** We understand that without our customers, we are no longer in business and serve them better than anyone else can.

## Essential Functions and Responsibilities:

### People

- Actively participates in promoting, supporting, and enhancing our Core Purpose, Core Values and Company Culture
- Maintains a positive work atmosphere by acting and communicating in a manner that promotes cooperation with customers, collaborators, vendors, team members and management.
- Fully engaged and is an active participant in the BioWorks Coaching Program.
- Good verbal and written communication skills.
- Ability to operate and train personnel in the proper use of lab equipment.

### Strategy

- As a member of the R&D team, assists with the execution of BioWorks strategic direction
- Plans & executes laboratory- and field-based trials on formulation properties, stability (shelf-life), and prepares sample materials for stakeholders.
- Increase BioWorks' internal research capabilities by evaluating new testing methods, new testing equipment and new bioassay options.
- Communication directly and regularly with internal and external stakeholders to set formulation expectations, establish protocols and transfer results.
- Obtain trial data and interpret to support label and marketing initiatives.
- Ability to translate results to commercial value propositions is a plus.

### Execution

- Shorten time from initial request to delivery of trial results on bioinsecticides, biofungicides, and biostimulants.
- Produce reliable replicated reports that meet registration requirements in California, Canada, and Mexico.
- Establish a strong network of collaborators and suppliers of formulation ingredients
- Work closely with internal and external stakeholders to develop formulations that align with customer needs and fill portfolio gaps in our core markets
- Demonstrated expertise and proficiency with basic office computer software, e.g. word processing, excel spreadsheets and email.
- Ability to learn and to follow directions without direct oversight.

### Cash

- Fully embraces and participates in Great Game of Business ("GGOB"), Scaling Up and all strategies and activities related to financial transparency and information sharing, including timely updates to revenue (if applicable), expenses, and EBITDA goals.

### Performance KPIs

- More than >80% time spent on R&D projects.
- At least 20% in BioWorks revenue growth year-over-year from newly developed products.
- Enhance the current formulation of at least 1 product per year.

## PHYSICAL ACTIVITY CHART – XXXXXXXXXXXXXXXX

| ACTIVITY          | OCCASIONALLY<br>REQUIRED | FREQUENTLY<br>REQUIRED | JOB RESPONSIBILITIES that require<br>physical demands                                                                                                                            |
|-------------------|--------------------------|------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Standing          | X                        |                        | Talking and presenting to BioWorks personnel and customers. Washing/cleaning research equipment.                                                                                 |
| Walking           | X                        |                        | Working with internal and external customers to resolve and understand issues and needs                                                                                          |
| Sitting           |                          | X                      | Computer and phone duties                                                                                                                                                        |
| Carrying          |                          | X                      | Laptop, technical equipment and files. Pots, plant material, soil, greenhouse equipment, lifting and carrying up to 25 lbs, and occasional lifting and carrying of up to 50 lbs. |
| Handling          |                          | X                      | Inert ingredients, technical grade active ingredients, samples, biopesticides, notebooks, files, various equipment                                                               |
| Speaking          |                          | X                      | Interaction with internal stakeholders and customers                                                                                                                             |
| Hearing           |                          | X                      | Speaking with peers, consultants, regulatory personnel and internal customers in person and on phone                                                                             |
| Seeing            |                          | X                      | Lab work, regular use of safety glasses, computer work, analysis, forms, reports                                                                                                 |
| Color Vision      | X                        |                        | Review of labels, applications, forms                                                                                                                                            |
| Repetitive Motion |                          | X                      | Keying and mouse for computer                                                                                                                                                    |