



HIRE A RIFM TRAINED SCIENTIST

Since 2008, the RIFM Post-Doctoral Program has trained scientists for careers in the fragrance industry.

For more information, e-mail, RIFM's President, Dr. Ladd W. Smith at rifm@rifm.org.

With training in fragrance safety evaluation and methods, the postdoctoral position is designed to impart full knowledge of the fragrance supply chain. The position, during which the candidate is a full time RIFM employee, can vary from 12 to 24 months. The exact duration is dependent on industry needs and the individual's progress. The position is based in Woodcliff Lake, NJ, but the incumbent will spend time working in the safety/regulatory departments of one or more selected RIFM member companies and related association offices. This provides experience in safety and regulatory compliance on a day-to-day basis. By the end of their tenure with RIFM, the scientist is qualified to fill a fragrance industry company technical or safety and regulatory affairs position.

- ❖ RIFM recruits a qualified individual to fill the position and when training is completed, recommends the incumbent to industry companies for employment.
- ❖ During training, RIFM pays all expenses for compensation, benefits and travel. At the end of the period, the trainee will potentially be hired by a sponsoring company in the fragrance or flavor industry
- ❖ *The hiring company reimburses RIFM for a percentage of training expenses.*

Requirements for individuals applying for the position include a formal educational background, with a doctoral degree in toxicology, environmental science, biology or chemistry.

Responsibilities are as varied as possible, to provide the broadest background for the greatest benefit to the industry:

- Development and monitoring of specific test protocols at Contract Research Organizations (CROs)
- Manuscript preparation and technical report writing
- Interaction with the flavor/fragrance database to insure familiarity with quality control of added information
- Skills such as critical evaluation, interdisciplinary coordination and strategic design



The position also may be the focal point for reaching consensus on study design and interpretation with staff, working groups and standing industry committees, such as the IFRA Scientific Committee and Joint Advisory Group, as well as RIFM's Expert Panel. Other duties encourage internal and member company interactions. Every effort is made to assign special projects which broaden the individual's experience, such as the application of Quantitative Structure Activity Relationships (QSAR), since the technique is common to chemical groupings, predictions and REACH.

The following is an outline of typical study responsibility:

- Identification of data gap/need—the need for a study on a given material may arise from several sources, a group review, industry use level support or to answer a basic research question.
- Selection/development of a suitable protocol—based on the question to be answered. To fill a data gap, existing protocols may be modified to meet RIFM's specific needs. To answer basic research questions, extensive protocol development may be required.
- CRO selection. Multiple CROs may be contacted to solicit bids for the work and to determine which may be most qualified to carry out the study. The requirements of the study are presented to the CRO and a contract is agreed upon.
- Identification and acquisition of an appropriate test sample. There are often several commercially available qualities of an individual material. In conjunction with the suppliers and industry committees a suitable material is selected and identified. A sample (prepared according to the protocol) is then arranged to be sent to the CRO.
- Study Monitoring—for consistent communication between RIFM and the CRO to assure that the study is being completed on time and to address scientific issues that arise during the conduct of the study. An onsite visit may be indicated depending on the study type and/or complexity.
- Analysis of Draft Results. The draft report on the results is issued to RIFM by the CRO. These results are then communicated to RIFM staff, The Expert Panel and the IFRA Scientific Committee for review (other advisors may be included when appropriate).
- Finalizing the Report. The draft report from the CRO is reviewed to assure completeness. This report may also be circulated for review by the Expert Panel or other interested parties (such as consortia). Finalization of the report is then authorized following a discussion and incorporation of changes.
- Archiving. The file which includes all documentation generated during the course of work on an individual study is then compiled and turned over to the RIFM Database department for archiving and entry.
- Meetings of technical groups—attendance at the Expert Panel, IFRA's Scientific Committee and Joint Advisory Group. The incumbent presents updates and results from ongoing scientific studies and modifies approaches based on comments and suggestions.
- Outside scientific meetings—such as the annual Society of Toxicology meeting. Trainees are expected to present research results and keep abreast of current events in the field.
- Budget—up-to-date information is required on the costs of different types of scientific studies contracted by RIFM, which can then be used for planning the testing program budgets.