



westcoat

4007 Lockridge Street • San Diego, CA 92102
800-250-4519 • www.westcoat.com • info@westcoat.com

MADE IN USA
SINCE 1981

JOB DESCRIPTION

Paint & Coating Chemist

San Diego, CA

Reports to: Technical Director

FLSA Status: Full-Time Exempt

Supervisory Responsibilities: None

Position Overview

As a Paint & Coatings Chemist you will perform chemical and physical tests on existing and newly developed products, raw materials, and evaluate results to determine if products meet Westcoat specifications. The primary purpose of the Chemist is to design and implement methods for process control, process improvement, testing, and inspection to ensure quality control standards, color matching, and coating formulation to promote and uphold Westcoat's superior specialty coating systems.

Location

This position is based at our headquarters in San Diego, CA and is fully onsite. The anticipated work hours are from 7:30 AM to 4:00 PM, with occasional overtime needed to fulfill production obligations and meet business requirements.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The essential functions include, but are not limited to the following:

- ï Designing and implementing methods for process control, process improvement, testing, inspection to compliance, safety, and product/material specifications.
- ï Owning, promoting and executing quality standards, inspection processes, testing methodology, quality plans, utilizing proper documentation, and reporting methods.
- ï Interfacing with supplier and customer quality representatives concerning problems with quality assurance and ensuring that effective corrective action is implemented.
- ï Formulation development and improvements as directed by Technical Director or Westcoat leadership team.
- ï Owning and participating in cost reducing studies of various product lines to achieve quality standards amidst cost reduction strategies.
- ï Compiling, writing, and delivering training material on quality standards and activities
- ï Assisting in process certification as assigned by Technical Director or Plant Manager.



westcoat

4007 Lockridge Street • San Diego, CA 92102
800-250-4519 • www.westcoat.com • info@westcoat.com

MADE IN USA
S I N C E 1 9 8 1

- ï Color adjustments of specification production batches of coatings and achieving color matching of custom colors and all documentation related to said function.
- ï Developing, executing, and analyzing quality-reporting measures & making proper adjustments or recommendations as deemed necessary.
- ï Reporting to management on quality issues, trends and losses.
- ï Participating in internal and external quality audits.
- ï Upholding a clean and organized laboratory environment in alignment with manufacturing and safety protocols.
- ï Perform additional duties as assigned.

Qualifications & Skills

- ï Bachelor's degree in chemistry, Engineering or related field with strong understanding of organic and analytical chemistry.
- ï Strong synthetic skills and knowledge of coating lab techniques.
- ï Adaptable and flexible, able to handle multiple demands and shifting priorities.
- ï Self-motivated with good interpersonal skills and ability to work effectively in a fast-paced, collaborative environment.
- ï Able to document and present findings clearly through End of the Day reports, and presentations.
- ï Proficiency in reading and understanding laboratory & manufacturing-related documents, including lab records, SOPs, standards of quality and protocols.
- ï Strong analytical skills, mathematical aptitude, and effective time management abilities, with the capability to multitask while prioritizing safety.
- ï Excellent oral and written communication skills.
- ï Ability to work both independently and collaboratively within a team environment.

Working Conditions:

You will be working in a general laboratory and manufacturing environment, with regular exposure to bulk paint and other chemical products. The workspace may experience temperature fluctuations based on outdoor conditions. You may also encounter minimal levels of airborne dust. At times, the factory or production area may be loud, humid, cold, or hot, consistent with a typical manufacturing environment.



westcoat

4007 Lockridge Street • San Diego, CA 92102
800-250-4519 • www.westcoat.com • info@westcoat.com

MADE IN USA
S I N C E 1 9 8 1

Benefits and wages:

- ï Starting base pay ranges from USD \$70,000 to \$120,000 annually based on experience.
- ï Comprehensive medical, dental, and disability benefits programs.
- ï Company-sponsored 401(k) plan with a matching contribution.
- ï Eligibility for employer discretionary profit-sharing contribution for all eligible employees, based on various factors determined by the organization.
- ï Paid time off accrual plan, along with paid company holidays.
- ï Employee perk program for exclusive employee savings to theme parks, hotels, gyms, rental cars, sports, concerts, etc.

Note:

This job description is intended to provide a general overview of the position's duties and responsibilities and is not exhaustive. Duties, responsibilities, and requirements may change over time and may vary based on business needs. Employment with Westcoat Specialty Coating Systems is at-will, in accordance with California law, meaning either the employee or the company may terminate the employment relationship at any time, with or without cause, and with or without notice.

This job description does not constitute a contract of employment, implied or otherwise. All employees are required to comply with company policies and procedures. This job description may be revised at any time at management's discretion. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position.



westcoat.

4007 Lockridge Street • San Diego, CA 92102
800-250-4519 • www.westcoat.com • info@westcoat.com

MADE IN USA
S I N C E 1 9 8 1

JOB DESCRIPTION ACKNOWLEDGEMENT

I have received a copy of the job description for my position:

Position:

I have reviewed this job description, and I understand all my job duties and responsibilities. I am able to perform the essential functions as outlined. I understand that my job may change on a temporary or regular basis according to the needs of the organization or department without it being specifically included in the job description. If I have any questions about job duties not specified on this description that I am asked to perform, I should discuss them with my immediate supervisor or a member of the People Operations Team directly. I have discussed any questions I may have had about this job description prior to signing this form.

I have read and understand the job requirements, responsibilities and expectations set forth in the job description provided for my position. I attest that I am able to perform the essential job functions as outlined with or without any reasonable accommodations.

Employee Signature

Date

Employee Name **(Please Print)**