



## TECHNICAL PRODUCT MANAGER

### Mission

Baléco and its trademark, The Unscented Company, are a dynamic B Corp and Women Owned certified business. We aim to redefine the notion of clean by offering a complete range of natural home and body care products that are effective, exclusively unscented, and designed for a sustainable lifestyle.

Today, our vision is more relevant than ever. Our mission is to simplify our lifestyle and reduce our collective impact. We take pride in being part of a high-growth company in Canada, especially one that is changing consumer habits and industry standards.

### Role

We are looking for a dynamic and detail-oriented Technical Product Manager to join our team. In this role, you will bridge the gap between our technical R&D, operations, sales, and marketing teams to drive the successful development, launch, and continuous improvement of our product portfolio. You will also ensure product quality and safety throughout the process. Working closely with the president, you will ensure that our products meet customer needs, adhere to regulations and claims, and align with our business values and Innovation Roadmap.

With this new role, we are placing our products at the center of our business strategy, ensuring that our growth is driven organically through innovation, the successful introduction of new products, and improved Go-To-Market strategy.

Your leadership in this area will be crucial for expanding our market presence and sustaining long-term success.

### PRODUCT MANAGER – Technical aspect

- Serve as the technical point of contact and be responsible for product compliance with federal regulations such as Health Canada and the FDA.
- Oversee and validate product claims and certifications to ensure accuracy and regulatory compliance.
- Responsible for product safety and quality.
- Maintain quality assurance protocols to ensure all products meet GMP (Good Manufacturing Practices) guidelines.
- Identify, escalate, and resolve all issues related to non-compliant products, ensuring swift and effective action.
- Manage and update the banned ingredient list.
- Work closely with the R&D team to translate market requirements into product specifications.
- Collaborate with the R&D team to resolve technical challenges and conduct all necessary testing to meet product specifications and ensure product safety.
- Optimize product costing and profitability in collaboration with our R&D team, suppliers, and contract fillers.



- Work closely with all contract fillers and suppliers to improve the quality and sustainability of the product.
- Collaborate with R&D and operations teams to identify new suppliers and contract fillers to reduce the risk of dependency and/or improve quality, cost, or sustainability.

### **PRODUCT MANAGER – Portfolio management**

- Define and maintain the Innovation Roadmap, aligning it with business objectives and market opportunities.
- Collaborate with marketing, sales, and production teams to manage the go-to-market process for product reformulations, packaging changes, new launches, delistings, and format changes. Act as the project manager for in and out processes.
- Work with marketing and sales teams to identify new product launches that align with our brand values and customer needs.
- Manage the lifecycle of products from conception through launch and post-launch, ensuring that products remain competitive and meet customer expectations.

### **Profile**

- Excellent project management skills.
- Comfortable working in an ERP environment.
- Ability to manage a variable workload with multiple priorities and deadlines.
- Ability to work independently in a fast-paced, small business environment.
- Strong problem-solving skills (analysis, synthesis, and judgment).
- Passion for sustainability and eco-friendly products.

### **Qualifications**

- Bachelor's degree in Pharmaceutical Sciences or a related field such as Chemistry or Cosmetic Formulation.
- A minimum of 3 to 5 years of experience as a Product Manager or in a related role within the CPG industry.
- Bilingual in both verbal and written communication (English and French).

### **Conditions and benefits**

- Permanent, full-time position. The job requires working from the office, with occasional opportunities for remote work.
- Group insurance offered after 3 months of approval (50% paid by the employer)
- 10 to 20 hours of mandatory volunteering during working hours.
- 50% discount on all products from The Unscented Company.
- Friendly and open work environment with excellent learning opportunities.
- Coffee and snacks available.
- Accessible by public transport.
- Free parking available.
- Patch, our dog, is sometimes in the office.
- No perfume allowed in the office.

Workplace: 5530 St-Patrick Street, Suite 1129, Montreal (Quebec) H4E 1A8.



**To apply:** Please send your resume and cover letter to **[anie@unscentedco.com](mailto:anie@unscentedco.com)** with the subject "Application for Technical Product Manager." We look forward to hearing from you!