

# COSMEGRAM

california

March 2016

Volume 46 | Issue 3

*Dinner Hour*

**Complex Sensation, Easy Formulation – Flexibility Dimensions of Natural Emulsifiers**



Anna Howe

Applied Technology Manager,  
North American Personal Care  
Evonik Corporation

The market development toward sustainable products is being driven by both the consumer expectations and regulatory requirements. While most consumers are looking for natural personal care products, they are not willing to sacrifice product performance.

Aspects like stability, flexibility or ease of formulation (for the formulator) as well as improved

*...continued on page 3*

*Educational Hour*

**Cosmetic Products From Sugarcane - How Open Innovation Supports Development In Industrial Bioscience**



Dr. Erik de Vries

Developer of Fermentation-Based Manufacture  
Amyris, Inc

Silicon Valley in California is a hot bed for emerging technologies. The times that companies developed technology just for their own sector are long gone. Especially the biotechnology industry could not have made the advances it made without 'borrowing' from robotics and automation, microfluidics, data storage and bioinformatics, miniaturization, software development, inventory management, and high throughput screening, to name a few.

*...continued on page 3*

*Meeting Details:*

Date: **Tuesday - March 22, 2016**  
Location: **Manhattan Beach Marriott**  
Menu: **Top Sirloin or Sea Bass**

Educational Hour - 5:00 p.m.  
Dinner Hour - 6:30 p.m.

Social Hour - 6:00 p.m.  
Dinner Speaker - 6:30 p.m.

**More Meeting Details on Page 2**

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You will be billed accordingly.

**Meeting Reservations are strongly encouraged no later than March 16<sup>th</sup>**

**Dinner meeting price will increase with reservations made after March 18<sup>th</sup>**

*Inside this issue:*

Calendar...2    Message from the Chair...5    Job Opportunities...11    Feature Article...31

## Meeting Details

### Location

Manhattan Beach Marriott  
1400 Parkview Ave.  
Manhattan Beach, CA 90266  
(310) 546-7511

### Costs

- \$20.00 Members with reservations **through March 18th** and first-time only guests with a member-sponsored reservation. *Non-member pricing in effect after first meeting.*
- \$65.00 Members without reservations **or** reservations made **after March 18th**
- \$55.00 Non-members with reservations
- \$70.00 Non-members without reservations

### Menu

Coriander Crusted Top Sirloin Steak with Creamy Yukon Gold Smashed Potato, Roasted Rosemary Baby Carrots & Blistered Brussel Sprouts **or** Pan Seared Sea Bass with Lentil Ratatouille, Grilled Asparagus and Roasted Red Pepper Sauce, Barley & Butternut Squash Risotto

### Reservations

Please register and pay online at [www.caliscc.org](http://www.caliscc.org); Sara Benoit: **714-521-5222 x141**. Call-in registrations must be guaranteed with credit card and will be charged for no-show. Reservations will be accepted no later than 12:00 p.m. the Friday before SCC Meetings. If you call in after 12:00 p.m., your spot cannot be guaranteed and you will be required to pay the walk-in rate. Limited space – register today! Walk-ins may be turned away.

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## Society of Cosmetic Chemists - California Chapter

### 2016 Calendar of Events

#### March

22 California Chapter Monthly Meeting *Manhattan Beach Marriott*

#### April

2 California Chapter Dinner Dance *Pacific Palms Resort, City of Industry*  
26 California Chapter Monthly Meeting *Manhattan Beach Marriott*

#### May

24 California Chapter Monthly Meeting *Duke's Malibu*

#### June

14 California Chapter Monthly Meeting  
New N. California Meeting *San Francisco Union Square Marriott Marquis*

## **Dinner Hour**

skin feel and appearance and easy application (for the consumer) also have a direct impact on product performance.

This presentation will identify four critical areas-- processing temperature options (hot/hot, hot/cold, hot/hot/cold, cold /cold), processing techniques (emulsion concentrate, one pot process and classical process), oil phase loadings (low and high) and finally application forms (low viscous, spray, lotion cream) -- that will enable formulators to identify viable alternatives to synthetic emulsifiers. A comparison of three known emulsifiers – Glyceryl Stearate; PEG-100 Stearate, Glyceryl Stearate Citrate and Polyglyceryl-6 Stearate; Polyglyceryl-6 Behenate for their flexibility in processing temperature options (hot/cold), processing techniques (emulsion concentrate, one pot process), and finally application form.

*...continued from page 1*

In this dawning era for greener products, formulators will need to look at emulsifiers that will enable dimensions of flexibility.

### **About Our Speaker**

Anna Howe completed her undergraduate studies in Chemistry at Virginia Polytechnic Institute & State University. She is a member of the Society of Cosmetic Chemists, with over twenty-five years of experience in the cosmetic industry. She has a number of scientific publications in the personal care area and holds several application patents.

Presently, Anna Howe is the Applied Technology Manager for North American Personal Care at Evonik Industries in Richmond, Virginia.

## **Educational Hour**

How biotechnology relies on open innovation will be described and illustrated with examples from Amyris's strain engineering technology. A major goal of the resulting product portfolio for the pharmaceutical, automotive, renewable fuels, household and cosmetics industries is to offer customers a way to reduce environmental impact with No Compromise® in performance, price, or availability.

*...continued from page 1*

He has since worked on developing enzyme platform technologies, large scale processes for pharma and biofuels, enzyme immobilization, and continuous process development. His R&D focus has always been to minimize the environmental impact of any process that is being developed and he has been at companies that have been awarded a total of four Presidential Green Chemistry Awards that are granted by the US-EPA.

### **About Our Speaker**

Dr. Erik de Vries received his Ph.D. in Organic Chemistry from Groningen University, The Netherlands in 1997. During an eight-year tenure as Post-Doc in Biotechnology at the same university, he co-founded a spin-off marketing enzymatic technology for the manufacture of pharmaceutical active ingredients for drugs like Lipitor®. That technology was later sold to a world-class enzyme developer and Dr. de Vries moved to the San Francisco Bay Area in 2006.

De Vries currently works at Amyris, a developer of fermentation-based manufacture of renewable fuels, solvents, and cosmetic ingredients.



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## March Madness

Valerie George  
eSalon

I'd like to tip my hat to the chairs of our triennial Continuing Education Course, Richard Hersey and Angie Inouye, for a fantastic event last month. The course, "Formulating Natural Cosmetics," boasted a record 230 registrants. This course is additionally supported by our National Office, and will return officially in 2019.

A recurring discussion at our board meetings is how we can continue to give back to our membership. We have increased the number of meetings in "The Valley," as well as introduced a San Francisco meeting for our Northern colleagues. We look forward to offering our membership further educational opportunities, and are actively working on ways to finance them.

Did you hear the *Cosmegram* is looking a little green? Now you have the option to receive the digital copy of the *Cosmegram* and opt out of the printed copy. When you notify [cosmegram@caliscc.org](mailto:cosmegram@caliscc.org) that you would like to switch, you'll be entered into one of the multiple raffles for a prize.

March is also the last month to be able to register for *Moonlight Serenade*, the 2016 Dinner Dance. Tables are going fast! Be sure to register online. You can also purchase drink tickets, bottles of wine, and sponsor the even, all in one screen. There is always room for your generosity to support this wonderful event. Details of the dance and how you can contribute are online or on the flyer inside this month's *Cosmegram*.

Looking forward to seeing you all at the March Meeting or in your Sunday Best at the Dinner Dance!

Valerie George  
2016 Chair, California Chapter  
Society of Cosmetic Chemists



### \*\*EVENT DATE CHANGE\*\*

In October 2016, the Society of Cosmetic Chemists will host the 29th Congress of the International Federation of Societies of Cosmetic Chemists.

**The date of this prestigious event has changed.** It will now be held October 30 – November 02, 2016 at the Walt Disney World Resort's Dolphin Hotel in Lake Buena Vista, Florida.

Cosmetic Scientists presently representing the 47 Member Societies comprising the IFSCC will gather to discuss and advance the science and technology of our industry.

The theme for the Congress is "Beyond Dreams into New Frontiers: Inspire, Imagine, Innovate". The 29th IFSCC Congress will provide the US industry an opportunity to exchange scientific knowledge on a global basis.

For more information, please visit [www.sconline.org](http://www.sconline.org).

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*Society of Cosmetic Chemists  
Moonlight Serenade*

*Date: April 2, 2016*

*Tickets: \$150*

*Deadline to Register: March 14<sup>th</sup> 2016*

*The event is taking place at:  
Pacific Palm Resort • City of Industry, Ca.*

*Join us for a memorable evening of dancing, music, prizes, entertainment  
and more!*

*Contact Information*

*Rose Bourassa • roseb@vegekivil.com*

*Sandi Luna • Sandi@deverauxspecialties.com*

*Tiffany Jones • Tjones@bocchilabs.com*

*Registration Opens January 11<sup>th</sup> 2016*

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**POSITIONS AVAILABLE**

- **TECHNICAL SALES REPRESENTATIVE (#1512-03).** Vivion, Inc., West Coast supplier of ingredients to personal care, nutrition, food and industrial industries, seeks Team Member to provide technical / scientific expertise about our products to customers and be a resource to internal staff; to collaborate with customer R & D teams promoting use of our ingredients in their new or existing products; to develop NEW markets & industries. Our Technical Rep must have exceptional communication (verbal & written), organizational and collaborative skills. Qualified candidates should have college degree(s) in chemistry, biology, biochemistry or chemical engineering plus 2-4 years in technical sales. Please send resumes to: [vivionhiresgreatpeople@vivioninc.com](mailto:vivionhiresgreatpeople@vivioninc.com).
- **MANUFACTURING ENGINEER (#1512-05).** Rodan + Fields is seeking a Manufacturing Engineer with a strong technical understanding of our product category to join the Supply Chain team. The Manufacturing Engineer will participate in the evaluation, monitoring & in some instances qualification of Rodan +Fields contract manufacturers that produce our products. The position supports Operations, Product Marketing, Product Development and Quality in the identification of supplier capabilities, implementation of improvement programs and working with supplier partners to establish high quality standards. This position reports to the Director of Supply Chain and is based in San Francisco. Apply here: <https://app.jobvite.com/j?cj=ouCx1fwo&s=LinkedIn>.
- **COLOR COSMETIC CHEMIST/FORMULATOR (#1512-06).** Spatz Laboratories is seeking a Color Cosmetic Formulator/Chemist to Identify and develop innovative and consumer-relevant technology and formulas for global cosmetics brand; Experiment on the bench with raw materials, emulsification systems, processing techniques, and formulation in traditional and/or non-conventional creative approaches; Create product specs for new, modified or existing formulae; Explore and pursue innovation to integrate into new products; Conduct root cause analysis to determine formula parameters and solve stability issues. Experience/Qualifications - BS in Chemistry or equivalent years of relative experience; 4+ years hands on formulation experience in the cosmetics industry, strong focus on color preferred; Experience working with and an understanding of regulatory restrictions for CTFA, EU and Japan. Interested parties should send their resume to [lisa@elev8hr.com](mailto:lisa@elev8hr.com).
- **ASSOCIATE RESEARCH CHEMIST (#1512-07).** Westwood Laboratories, a contract manufacturer of topical cosmetic and drug products located in Azusa, California, is seeking a talented individual to join the R&D team as Associate Research Chemist, reporting directly to the Chief Scientific Officer. Applicants will need 3-5 years formulating experience in skin and hair care products. Responsibilities will include formulation of personal and pet care products, both OTC and cosmetic. The applicant must be familiar with FDA OTC monographs and have a good working knowledge of current raw materials. The chemist will be proficient in Excel, Word and Power Point. Qualifications: BS in Chemistry, Biology or related field. This is a full time position with benefits. Interested candidates may tour our website at [www.westwoodlabs.com](http://www.westwoodlabs.com), then submit resume and cover letter to Paul Schirmer [pschirmer@westwoodlabs.com](mailto:pschirmer@westwoodlabs.com).
- **QUALITY CONTROL SUPERVISOR (#1601-01).** Dermalogica is looking for a Quality Control Supervisor. As our supervisor, you will establish quality assurance systems and oversees all aspects of inspection to ensure the level of quality and product integrity is maintained in the finished products at all times. Evaluates quality issues reported by consumers and provide timely resolutions to correct these issues. Additional responsibilities include maintaining and updating product and packaging componentry bench standards and overseeing inspections of incoming packaging components, in process work orders and finished goods. Please visit our website at [www.dermalogica.com](http://www.dermalogica.com) to apply. (No relocation).
- **RESEARCH AND DEVELOPMENT CHEMIST (#1601-03).** The primary duty of the Research and Development Chemist is to formulate new products, reformulate existing products, act as liaison to vendors and maintain quality standards. Job Requirements: A strong knowledge of skin care formulations and ingredients. 5+ years of skin care product experience. Experience working in medical skin care area (SkinMedica, Obagi, etc.) Should have at least an undergraduate degree in Chemistry or related science. Work well with others in Marketing, Sales and product development. We thank all applicants for their interest; however only those selected for an interview will be contacted. Edge Systems is committed to creating a diverse environment and is proud to be an equal opportunity employer. Please send resume to [mbernal@edgeforlife.com](mailto:mbernal@edgeforlife.com).
- **R&D CHEMIST (#1601-04).** R&D Chemist Healthspecialty Labs , a personal care manufacturer in Santa Fe Springs CA, is looking for a R&D Chemist to assist with formulations of personal care products of Lotions, cleansers, gels, SPF, color cosmetics etc. OTC experience preferred. The position will be responsible for bench formulations, generating ingredient lists and product marketing briefs for the formulas they develop, regulatory review of ingredients, troubleshooting batches, and scale up. The ideal candidate will have a BS in chemistry, or equivalent, and 1 to 3 years of experience in cosmetic formulating. Please email resume and salary requirements to [neil@healthspecialty.com](mailto:neil@healthspecialty.com).

*(cont'd on page 12)*

**POSITIONS AVAILABLE**

- **R&D TECH, FORMULATION (#1601-06).** The R&D Technician will work in R&D lab supporting all activities but not limited to formulation and bench scale up testing. The R&D Technician will primarily be responsible for producing bench scale up batches and preparation of additional samples for product evaluation. This individual will also be working closely with Technical Operation Team to investigate root cause of bench scale up and stability batch issues and optimize MWI (manufacturing work instructions) and specifications. B.S. in chemistry or related science and 3+ years as QC or R&D chemist in personal care or related industry. Please send resumes to [dmooregipson@arbonne.com](mailto:dmooregipson@arbonne.com).
- **SR. SALES REPRESENTATIVE (#1601-07).** Lipscomb Chemical, a technical sales company based out of Long Beach, CA, is seeking an experienced salesperson to the Personal Care Industry. The ideal candidate will have a technical degree and 5+ years sales experience to the California cosmetics industry. Please send your resume to Anjali Martin, Sales Manager – Personal & Home Care at [amartin@lipscombchemical.com](mailto:amartin@lipscombchemical.com) or call 310-948-2919.
- **R&D MANAGER (#1601-08).** Physicians Formula, an innovative cosmetic manufacturer in City of Industry, CA, is seeking an R&D Manager to coordinate laboratory work, delegate assignments to chemists and supervise the R&D team. Will also develop new formulas for color cosmetics and skin care, assure adherence to GMPs and FDA requirements, transfer new/modified formulas from laboratory to production and supervise stability and compatibility tests on new formulas. Will create ingredient lists according to FDA and INCI guidelines, write manufacturing procedures and set specifications. Requires Bachelor's in Chemistry; 3 years supervisory experience; ten years color cosmetics formulation experience. Microsoft Office. Email resume to [human.resources@physiciansformula.com](mailto:human.resources@physiciansformula.com).
- **R&D REGULATORY AFFAIRS SPECIALIST (#1601-09).** This position is the day-to-day liaison between customers and our R&D team to support the development of compliant and safe formulations. Responsible for managing, communicating and allocating time based resources for all of our customers' regulatory projects. Follows, interprets and reports on developing Global and Regional Personal Care/Cosmetic Regulations, including but not limited to: US FDA, IFRA, Health Canada, EU Cosmetic Regulation. Keeps R&D Team apprised of changing regulations and develop formulation guidelines. Creates plan options to smoothly phase through necessary changes. Requirements: BA or BS Degree in Science related field. Regulatory Compliance experience with 3-5 years in equivalent position. EU Cosmetic Regulation experience required. PCPC, INCI names, Cosmetic Labeling Requirements experience preferred. Please send resume to [cosmeticlabs@hotmail.com](mailto:cosmeticlabs@hotmail.com). [www.cla-cosmeticlabs.com](http://www.cla-cosmeticlabs.com).
- **INNOVATION CHEMIST (#1601-10).** A leading manufacturer of haircare/skincare consumer goods is seeking a full-time Innovation Chemist to join our team in the Greater Los Angeles area. This vital support role is responsible for executing a wide range of day-to-day formulations, QA, and stability testing procedures for the haircare/skincare/beauty products development and production. A strong knowledge of haircare/skin care/beauty formulations and ingredients is necessary. This position reports to the R&D Innovation Manager and Divisional Quality Manager. Minimum Education Requirements: University Degree in Chemistry, or related science. Minimum 5 years' experience in Personal Care products formulation. Minimum 5 years' experience in Analytical Chemistry. Please visit our website for more information.
- **CHEMIST FORMULATOR (#1601-11).** Advanced Cosmetic Labs Looking for Chemist Formulator. Responsibilities include: formulation of all types of Skin Care and Sun Care products including creams, lotions, balms, sprayable lotions and surfactant based systems, formulation of all OTC products including acne lotions, sunscreens, and antibacterial, determining product specifications and expiration dates, originating process manufacturing procedures, monitoring and releasing first time manufacturing batches, developing new products to meet marketing and sales department needs. Qualifications: BS in Chemistry, Biology, or related field, Knowledge of industry trends, cosmetic/personal care raw materials, functionality, and interactions, Creative thinking, technical writing and organizational skills, At least 6 years and more industry experience on the bench formulating, Understanding of emulsion and surfactant technology as well as general formulation techniques, Must be familiar with FDA OTC monographs. Please email [humanresources@advancedcosmeticlabs.com](mailto:humanresources@advancedcosmeticlabs.com) for more information.
- **CHEMIST, PERSONAL CARE (#1601-12).** The Chemist, Personal Care will be expected to aid the research efforts at The Honest Company for personal care, skincare, cosmetics, and home cleaning lines to effectively implement innovative ingredients and uphold the company's standards for sustainable, non-toxic ingredients in new and existing products to ensure sustainable growth and profitability of the company. Please follow this link to our website to learn more about the responsibilities of the Chemist position and to apply.
- **SENIOR CHEMIST, PERSONAL CARE (#1601-13).** The Senior Chemist, Personal Care will be expected to aid the research efforts at The Honest Company for personal care, skincare, cosmetics, and home cleaning lines to effectively implement innovative ingredients and uphold the company's standards for sustainable, non-toxic ingredients in new and existing products to ensure sustainable growth and profitability of the company. Please follow this link to our website to learn more about the Senior Chemist position and to apply.

*(cont'd on page 13)*

### POSITIONS AVAILABLE

- **R&D MANAGER FOR COSMETICS (#1601-14).** A color cosmetic manufacturing company located in the San Fernando Valley has an immediate opening for a Color chemist who has formulation, Color matching experience and is motivated to work in the laboratory developing new products. Duties including making lab batches, color matching, maintaining documentation and assisting with QC testing of batches. Familiarity with general manufacturing equipment used in cosmetics and working in a laboratory environment requested. Bachelor's in science with course work in chemistry is preferable. Bachelor's can be waived with experience. We encourage you to apply for this position via email – Danushka10@gmail.com.
- **REGULATORY MANAGER (#1601-18).** eSalon is looking for an experienced Regulatory Manager from the hair care industry to oversee all regulatory needs for the EU, UK, US, Canada, Australia and other markets. To learn more and apply, check out: <https://www.esalon.com/jobs#rm>.
- **FORMULATION CHEMIST (#1601-19).** Rodan + Fields is seeking a creative and innovative skin care product formulation chemist to work at our R&D laboratory (located in Berkeley) to support the development of OTC and non-OTC skin care products. This position is for an individual for who enjoys lab work on the bench in a fast-paced formulation product development environment. Responsibilities include developing new formulations, maintaining records and testing product stability. A minimum of 3-5 years in cosmetic/skin care formulation is required. A minimum BA or BS degree in chemistry, chemical engineering or an equivalent science is required. Please send resumes to [jclausen@rodanandfields.com](mailto:jclausen@rodanandfields.com).
- **FORMULATOR CHEMIST (#1601-20).** A leading manufacturer of skincare / hair care consumer goods is seeking a full-time Innovation Chemist to join our team in Chatsworth. Qualifications: BS in Chemistry. Knowledge of industry trends, cosmetic/personal care raw materials, functionality, and interactions. Creative thinking, technical writing and organizational skills. At least 4 years and more industry experience on the bench & innovations formulations. Must be familiar with FDA OTC monographs. Please send Resumes to [cynthiac@neutraderm.com](mailto:cynthiac@neutraderm.com).
- **COSMETIC CHEMIST (#1602-01).** Can organize a laboratory to work efficiently, including the floor plan and logging chemicals according to category for ease of locating. This includes a system of alert so that we can reorder before we run out. Is astute at mandatory paperwork, including formulation spreadsheets, CEF's CFR's, COA's, and MSDS's. Can manage a lab, including an assistant. Has at least 5 years experience in the health and beauty (skin care) formulation industry, and 2 years of management. Has Pharmaceutical experience. Has an impeccable reputation for loyalty, integrity and successful formulations. Easily teachable. Great retention. Critical thinker. Additional requirements: Bachelors degree, Chemistry major, Expert in excel calculations. If there's experience in Cannabidiol, this would be a plus. Please send resumes to [Stompkins@visageprousa.com](mailto:Stompkins@visageprousa.com).
- **LABORATORY TECHNICIAN (#1602-02).** Skinn Cosmetics, Torrance, CA, specializing in skin and hair care products is seeking a laboratory technician to assist in laboratory benchwork, and maintain/file laboratory technical files and documentation in support of customer and regulatory requirements. Must possess strong organizational and communication skills. Proficiency in Microsoft Office programs (Outlook, Word, Excel) is required. Interested candidates may send resume to [jocelyn@skinnndl.com](mailto:jocelyn@skinnndl.com).
- **TECHNICAL MANAGER (#1602-03).** Ross Organic is seeking a Technical Manager (Regulatory Manager) to join our team. The ideal candidate will have a minimum of 2-3 years of experience in a regulatory position and a BA/BS in a Science related field. Core responsibilities include overseeing quality, maintaining regulatory information and technical document control for all raw materials in house. Additionally, this role acts as a liaison with our suppliers regarding technical issues. Some travel may be required to attend regulatory conferences. Ross Organic provides a work environment that is challenging, engaging and fun! Full benefits, vacation and much more... visit <http://www.rossorg.com/contact-us/careers> to learn more. Please send your resume, cover letter and any questions you may have to [careers@rossorg.com](mailto:careers@rossorg.com).
- **MARKETING COORDINATOR (#1602-04).** Our Technical Marketing team is looking for a Marketing Coordinator that will be the perfect fit to support, and eventually integrate, with our established department. The Marketing Coordinator will also directly support the President/Chief Visionary Officer with email correspondence, travel arrangements, and scheduling. The ideal candidate will excel in prioritizing and executing tasks, and utilize their science background to support the technical marketing team. Please send resumes to [ghawn@activeconceptsllc.com](mailto:ghawn@activeconceptsllc.com).
- **SALES ACCOUNT MANAGER (#1602-05).** Chemicals, Sales Account Manager, Personal Care - Southern California. Nexeo Solutions is the largest global chemical and plastics distributor with a centralized business model. With operations worldwide, Nexeo offers over 26,000 products used in a broad cross-section of industries, including chemicals manufacturing, oil and gas, paints and coatings, automotive, healthcare and personal care. We are currently recruiting for a technical Sales Account Manager with Bachelor level degree in Chemistry or other related technical degree with a combination of formulation and bench experience preferred. Candidates must have technical sales experience in the Personal Care / Cosmetic ingredients market space including Hair, Sun and Skin Care, Color Cosmetics, Surfactants, Preservatives, Vitamins, Silicones, Emulsifiers, Emollients and Resins. Please apply by emailing your resume directly to Michael Gruen at Nexeo Solutions using [mgruen@nexeosolutions.com](mailto:mgruen@nexeosolutions.com) or by following the link, creating a profile and applying to the position.

(cont'd on page 14)

**POSITIONS AVAILABLE**

- **LAB TECHNICIAN (#1602-06).** A rewarding opportunity exists at our fast growing hair care manufacturing company in Corona. DeveloPlus, Inc is seeking a talented high-energy and results oriented laboratory technician to join our dynamic team! This position will provide you with an opportunity to shape our ISO/GMP journey and impact all parts of our organization. The Lab technician @ DeveloPlus, Inc is responsible for testing all hair color/ hair care product lines and maintaining and recording analysis into ERP/MRP software. Candidates must have bachelor's degree and a minimum 1 year previous "hands on" lab experience. DeveloPlus, Inc is an Equal Opportunity Employer, if you are looking for a company that is growth oriented, please submit your resume and salary requirements to: Laura@developlus.com.
- **BENCH CHEMIST (#1602-07).** Bench chemist to assist in formula development, compatibility testing, and QC for skin, body, and hair care products developed to natural and organic standards. Familiarity with Ecocert and NSF standards is a huge plus. Location in Marin County, California. Please send resumes to hr@primaflleur.com.
- **QUALITY AND REGULATORY MANAGER (#1602-08).** JOB RESPONSIBILITIES-Responsible for implementing the company's SOP and Policies. Manage, supervise and train QC and QA staff for variety for tasks and responsibilities and establish effective control process. Assist staff with complex problems, support and guidance on daily quality issues. C. Approve Certificate of Analysis, SDS and Specification Sheets. Responsible for process validation of OTC products. Generate constructive environment and teamwork within department and organization. Encourage positive enforcement with internal and external departments. Develop a professional, effective work relationship with other departments. Conduct risk analysis for any incident that occurs with corrective action. Responsible for keeping the company's registration to FDA (Federal and State) and USDA Organic Certification. Responsible for the annual alcohol consumption report to T TB. Conduct GMP and Safety training program with accurate logging system. Assist Management with waste disposal projects and maintain the EPA permit and record keeping of disposed waste. Responsible for updates on with labeling regulations and compliance. Review each batch/production record and ensure the accuracy of documents prior to product release approval. Regularly inspect production line and enforce the high standard quality according to GMP standards. Assist R&D and Sales department with Regulatory and Registration documents. Be flexible and ready to accept the changes as needed in order to complete the job and meet deadlines Follow company's policy and keep an accurate record of disciplinary action for employees. QUALIFICATIONS-Bachelor's Degree in Chemistry, Chemical Engineering, Pharmacy or any related field. Minimum of 3 years supervisory or managerial QC or QA experience in the personal care industry. Knowledge and experience of GMP standards. Knowledge of OTC drug product regulatory is preferable. Knowledge of international regulatory standards and requirements. Send Resumes to ehuffman@vegekurl.com.
- **FORMULATION CHEMIST (#1602-09).** A full service Research and Development Lab in Petaluma, CA seeks an individual for Formulation Chemist position within growing Formulation Department. The main responsibility of the position is to lead or assist formulation and process development of topical pharmaceutical products. This individual is expected to lead (or assist) and perform laboratory and manufacturing activities; prepare (or support) protocols/reports/data summaries; facilitate laboratory organization and equipment maintenance; work independently and collaboratively across functional groups in accomplishing project goals and objectives. A college or graduate degree in a scientific field with a minimum of 2 years experience in formulation development in a cGMP/FDA regulated environment is required. Formulation experience in semi-solids is preferred but not necessary. This individual must have excellent interpersonal, verbal and written communication skills, be comfortable in a fast-paced small company environment and be able to adjust workload based upon changing priorities. This is a permanent full-time position offering a competitive salary and benefits package. Please send Resumes to jkidd@symbioresearch.com.

**POSITIONS WANTED**

- **SR. ACCOUNT MANAGER (#1512-01).** District account manager with a proven track record of success in expanding the sales volume of existing accounts as well as developing new accounts through targeted prospecting and direct marketing. Currently seeking a position managing accounts for a company specializing in the cosmetics industry offering growth opportunities earned through on the job performance. I may be reached at 323-522-4986 or email at 1davidbvazquez@gmail.com.
- **FORMULATION CHEMIST (#1601-02).** Position wanted in the Los Angeles area for a formulation chemist. 3 years experience in personal care and household cleaning products. Raw materials experience, BS degree . Email: mickie.ewer@gmail.com.

*(cont'd on page 15)*

### POSITIONS WANTED

- **QC / R & D CHEMIST (#1601-15).** 11 Years of Experience in Personal Care Manufacturing - For more details, Please, Visit My Profile in Linked In. Contact Information: Name: George Ibrahim - Emails: OMELNOOR1@YAHOO.COM; geynib439642@roadrunner.com.
- **PHD CHEMIST (#1601-21).** Hi, I will be graduating from Princeton with a PhD in Physical Chemistry and Materials in June and am looking to relocate to the West Coast (preferably LA or SF area) for a warmer climate. I have been passionate about cosmetics and am looking to for a way to enter the industry. My ideal position would allow me to work both in a lab setting with a variety of color cosmetics products while also getting experience with business management and product development in the cosmetics industry. However, I am open to any position that seems like a good entry opportunity. Please let me know if you know of any opportunities and feel free to connect with me on LinkedIn at <https://www.linkedin.com/in/estherfrederick> or email at [efrederi@princeton.edu](mailto:efrederi@princeton.edu).

*This monthly listing is a free service to all members of the SCC. To place a technical job listing in the Cosmegram, a maximum of 100 words, **please e-mail your job listing to Ledian Dergrigorian, Employment Chair, ldergrigorian@cosmeticgroupusa.com**. Please limit to technical positions only. When the position is filled, please notify Ledian Dergrigorian to have the listing deleted. If she does not hear from you, it will be removed after two months. To place an ad in the next issue, information must be received by the 20th of each month. Please note: We do not knowingly publish listings that have been placed with a search firm and are not responsible for duplicate listings. We also do not release the names of job seekers unless directed to do so by the job seeker.*



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*Society of Cosmetic Chemists California Chapter - February Dinner Meeting*



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## WHY ARE WE STILL DISCUSSING MICROBEADS?

*Janet Winter (Blaschke)*

*International Cosmetics & Regulatory Specialists, LLC USA  
International Cosmetics & Chemical Services, Ltd. UK*

Those of you at the January meeting heard the good news that there has been Microbeads legislation signed into law by President Obama. We are not always fond of new legislation, but in this case it was positive. There have been many proposed state and local laws with varying definitions of microbeads/microplastics and unworkable deadlines, and it has been dizzying. Industry was relieved that the new law specified a reasonable deadline for Cosmetic and OTC rinse off products as well as a concise definition of a microbead.

Unfortunately, the proposed State regulations restricting microbeads/microplastics are still in play. It is concerning since:

1. the deadlines for phase-out are very short and unworkable for industry,
2. some proposed definitions may include non-rinse off products, and most importantly,
3. the definitions of microbeads vary (microplastics vs. microbeads, no specification of particle size) and could inadvertently include other polymers that do not have the same environmental impact.

The Federal law is in place but its preemption is being challenged by local governments that have pending legislation. Meanwhile, companies in the industry are taking a public stand on the phase-out of microbeads, generally based on definitions

in the Illinois state and Federal legislation. A private website has posted excerpts of various statements from different companies throughout the US and Europe. You can find it here: <http://www.beatthemicrobead.org/en/industry>.



And as examples directly from brand owners:

1. From Johnson and Johnson: <http://www.safetyandcarecommitment.com/ingredient-info/other/microbeads>
2. From P&G: [http://www.pg.com/en\\_US/sustainability/safety/ingredients/microbeads.shtml](http://www.pg.com/en_US/sustainability/safety/ingredients/microbeads.shtml)
3. the definitions of microbeads vary (microplastics vs. microbeads, no specification of particle size) and could inadvertently include other polymers that do not have the same environmental impact.

As with all regulatory issues, companies should have a strategy and organized approach to comply with the current regulations, and focus on the supply chain for the future. Companies with products containing microbeads should follow the state and local legislation closely for any changes in dates for a ban for product sold on the shelf, and planning accordingly is critical.

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### Instructors:

**REBECCA GADBERRY, F.S.C.C.**, Cosmetic Bioevangelist. A dynamic, highly acclaimed educator and journalist who is valued as one of the U.S. skin care industry's preeminent ingredient authorities, Rebecca has been the Senior Instructor for UCLA Extension's highly acclaimed Cosmetic Sciences program since 1986. She is the first Marketing Fellow of the Society of Cosmetic Chemists, a recipient of the Henry Maso award in 2014, past chair of the SCC's California Chapter and the former CEO of YG Laboratories, manufacturers of high performance skin care for niche and professional brands worldwide. After publishing more than 600 articles, developing over 1300 cosmetic products and educating thousands of beauty professionals during the past 40 years, Rebecca is now dedicating her career to creating awareness of disruptive biosciences entering the cosmetic industry, including technologies in microbiomics, epigenetics and synthetic biology. She hosts two Facebook communities: Trends in Cosmetic Science and Skin Care Ingredient Experts - an open platform where cosmetic chemists, product developers, estheticians, beauty mavens and other industry professionals interact and share data about skin, ingredients, regulations, myths, and hot topics in the media.

**RANDALL WICKETT, PH.D.** Emeritus Professor of Pharmaceutics and Cosmetic Science, The James L. Winkle College of Pharmacy, University of Cincinnati. Dr. Wickett obtained his Ph.D. in Biophysics from Oregon State University in 1973 and was a Post-Doctoral Fellow at the University of Minnesota from 1972 to 1974. He worked at Procter and Gamble's Miami Valley Laboratories in Cincinnati, Ohio from 1974 to 1985, and the SC Johnson Company from 1985 to 1991, performing clinical and biophysical research for skin and hair care products. In 1991 he joined the University of Cincinnati and is now Emeritus Professor of Pharmaceutics and Cosmetic Science in the James L. Winkle College of Pharmacy. Dr. Wickett has received numerous technical awards from the SCC, including the Maison G. de Navarre Medal Award, the SCC's highest honor for technical achievement. He was editor of the Journal of the Society of Cosmetic Chemists from 1991 to 1997, chairman of the International Society for Bioengineering and the Skin from 2000-2005, and President of the SCC in 2011. Dr. Wickett has more than 80 scientific publications and has given more than 75 invited presentations or workshops on skin bioengineering, skin physiology and evaluation of skin care products at national and international scientific meetings.

**NAVA DAYAN, PH.D. PHARM.** Dr. Dayan earned her Ph.D. in Pharmaceutics from the Hebrew University in Jerusalem specializing in skin delivery. She has more than 25 years' experience in the skin care segment, and has yielded more than 150 publication credits in numerous industry-respected journals and four books. She has been awarded the In-Cosmetics Gold Award for innovation with commensurate recognition from the NYSCC and the CRS for excellence. Dr. Dayan is the owner of Dr. Nava Dayan L.L.C, a skin science and research consultancy serving the pharmaceutical, cosmetic, and personal care, dermal and transdermal industries. Her field of expertise includes product feasibility in skin care; composition of R&D plans covering efficacy and toxicology; planning, execution and data interpretation into claims, formulations, delivery for improved efficacy and attenuated toxicity; drug-skin interaction; bio-markers (genomics and proteomics); skin/age related sensitivities, inflammatory skin disorders, innate immunity and biota.


### Scheduled Topics Include:

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2. Overview of cell types & their roles in the skin
3. Basic biochemistry and biophysics for cosmetic science
4. The structure of skin | overview of skin layers
5. The dermis
6. The epidermis
7. The dermal-epidermal junction
8. Stratum corneum (sc) | Biochemistry
9. Non-invasive measurements of skin function
10. Skin color & pigmentation
11. Skin penetration
12. Surfactants & skin
13. Skin aging & inflammation
14. Testing methodologies
15. Wound healing pathways
16. Innate proteins & peptides
17. Synthetic proteins & peptides in cosmetics
18. Role of proteins in skin allergy
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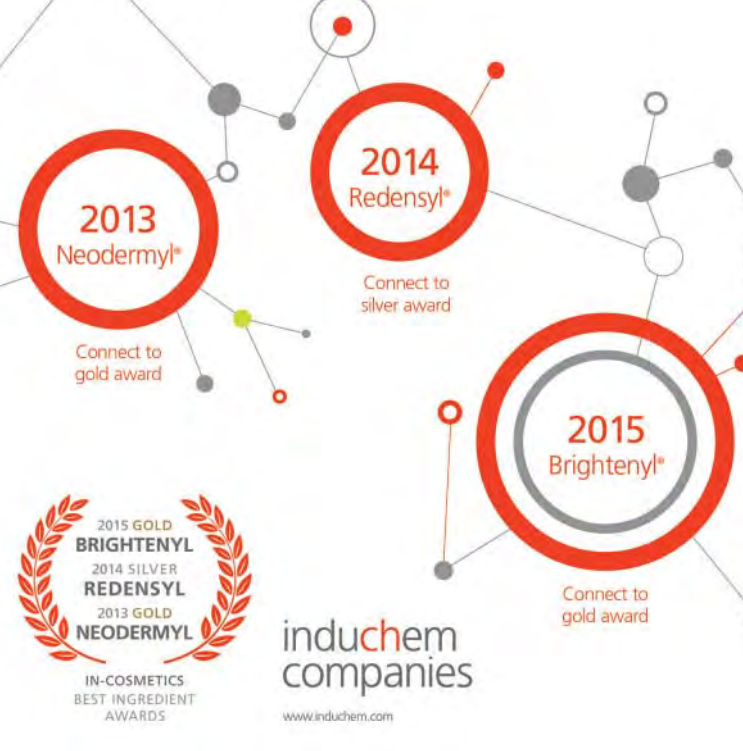
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## Decoding Your Deck

From the desk of our Ingredient Geek! James Grundy, Eufora R&D

What language is that!? When it comes to reading the label of your favorite food or cosmetic, it can sure seem like a foreign language! I mean what is Persea Gartinissima Oil, Aesculus Hippocastanum Extract, and even more mysterious is Cetearyl Alcohol really a “thing” and should I really worry? I remember seeing a commercial about 20 years ago (~1995) from Breyers Ice Cream “Do you know what’s in your ice cream?” where a young girl (probably 4-5 years old) is trying to read the label of her favorite ice cream, Understandably the young girl had a very hard time pronouncing Polysorbate 80 and Diglycerides, and then they cut to a slightly older girl reading their label; Milk, Cream, Sugar and Vanilla. Overnight Breyers was the “good guy ice cream” and had made “**Chemiphobes**” out of everyone! I think we all started looking and scrutinizing labels and thinking, “what is Xanthan gum, Sodium Benzoate or Isopropyl Palmitate and why is it in my product?”



The fact is that many ingredients we can't pronounce are derived from natural sources and are completely safe. The reason we have to label our products the way we do is to ensure everyone communicates ingredients in the same language and in the same way; primarily for safety reasons. Can you imagine if everyone were able to label their products

the way **THEY** wanted to? Mass chaos would ensue as the public tried to figure out what is real or embellished! So, these days every ingredient for personal care products is assigned an official INCI name (International Nomenclature of Cosmetic Ingredients). The INCI name is based on the structure of the ingredient and/or the source of the material. For instance, the INCI Persea Gartinissima Oil is the latin name for the oil derived from Avocados and INCI Aesculus Hippocastanum is the latin name for Horse Chestnut, a common tree found all over the world. What is Horse Chestnut? “The seed extract standardized to around 20% aescin (mixture of saponins with anti-inflammatory, vasoconstrictor and vasoprotective effects) is used for its venotonic effect, vascular protection, anti-inflammatory and free radical scavenging properties” Wikipedia.

Two ingredients that often prompt questions are Cetyl or Cetearyl Alcohol, as these ingredients, call out the word “*alcohol*” in the name, sounding

like they could be drying. In fact Cetyl Alcohol is really an oil **NOT** an alcohol. Cetyl Alcohol and all “fatty alcohols” are created by reacting Hydrogen (the most abundant chemical substance in the universe) with a “fatty acid” derived from the oils of renewable plant sources such as Coconuts, Palm Seeds or other oils. These “fatty Alcohols” are strong hydrating ingredients to the skin and actually help to moisturize and protect the hair. Fatty acids, like Palmitic Acid (from Palm trees) can also be reacted with grain alcohols like Isopropyl Alcohol (Rubbing Alcohol) to get esters such as Isopropyl Palmitate. Isopropyl Palmitate is a naturally derived ingredient that helps to add moisture without a heavy feel. Most consumers would never know these type of ingredient stories.

In conclusion, we all can't be chemists so being able to trust the companies you buy from is the best way to know you are getting the safest and highest performing products and ingredients available. Just remember, the deck of one product does not a story tell and ingredient stories do change over time as new technology become available.

Consider this:

Breyers Original Vanilla Flavor ingredient deck (slightly different than the 1995 commercial); *MILK, CREAM, SUGAR, TARA GUM, NATURAL FLAVOR.*

Breyers more “complex” flavor, Snickers, ingredient deck

*LIGHT ICE CREAM [SKIM MILK, SUGAR, CARAMEL SWIRL (CORN SYRUP, SKIM MILK, SUGAR, MILKFAT, LACTOSE, SALT, CARRAGEENAN, CHOCOLATE, ARTIFICIAL FLAVOR), CORN SYRUP, CREAM, WHEY, MONO AND **DIGLYCERIDES**, CAROB BEAN GUM, GUAR GUM, NATURAL FLAVOR, CARRAGEENAN, ANNATTO (FOR COLOR), VITAMIN A PALMITATE, TARA GUM], SNICKERS® PIECES\* [MILK CHOCOLATE (SUGAR, COCOA BUTTER, CHOCOLATE, SKIM MILK, LACTOSE, MILKFAT, SOY LECITHIN, ARTIFICIAL FLAVOR), PEANUTS, CORN SYRUP, SUGAR, MILKFAT, SKIM MILK, PARTIALLY HYDROGENATED SOYBEAN OIL, LACTOSE, SALT, EGG WHITES, CHOCOLATE, ARTIFICIAL FLAVOR], CHOCOLATEY COATED PEANUTS [ROASTED PEANUTS (PEANUTS, SALT) AND CHOCOLATE FLAVORED COATING (SUGAR, COCONUT OIL, MILK, LACTOSE, CHOCOLATE, COCOA, SOY LECITHIN, VANILLIN)]. \* MAY CONTAIN ALMONDS BECAUSE SNICKERS® ARE PRODUCED IN A FACILITY THAT ALSO USES THESE NUTS.*

Hmmm...strangely evident is that “bad” ingredient they targeted back in 1995, but they were only talking Vanilla in that story!



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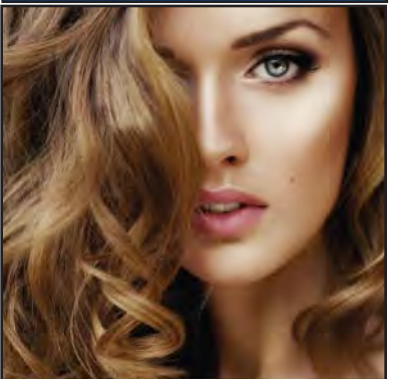
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