



# ROPELLA® SKILL SURVEY



**OPT**  
INDUSTRIES

**POSITION**

**HEAD OF R&D**

**NAME**

**DATE**

1. Provide an overview of your expertise, including years of experience, in technical roles related to polymer chemistry. Which polymer products/technologies have you had the most experience working with? Please highlight any specific experience related to photopolymers.
2. Which downstream polymer processing technologies do you have the most familiarity with (e.g. electrospinning, injection molding, coating, additive manufacturing, etc.)?
3. OPT Industries works across multiple industries from regulated (medical device, cosmetics) to non-regulated (industrial, textiles) which can make the new product introduction (NPI) process potentially very different between each industry. Please briefly explain the phase gate structure / deliverables for each of how you'd set up NPI projects to follow between the regulated and non-regulated industry projects. What are similarities / key deliverables by phase gate that you'd implement between the two and what are differences?
4. Describe an experience where you were responsible for translating lab-scale technology into commercial-scale production. What were some of the challenges or roadblocks you faced? How did you overcome them? What were the final results and metrics used to determine success?  
[Please note: This question is an opportunity to demonstrate technical and problem-solving abilities. Proprietary information is neither requested nor desired.]
5. Outline your people management experience. How big was your team? How did you grow the team? Of that number, what was the breakdown between direct and indirect reports? What functional areas reported to you?
6. Tell us about any non-compete and/or employer restrictions that you may have. Please provide these documents for our review.
7. Why are you considering this opportunity? What's motivated you to consider a career change at this time?
8. Are you a US Citizen? If no, what is your Visa status and provide the type of Visa that you are currently working under and any restrictions/issues our client will have to deal with.

**Relocation Acknowledgement**

As evidenced by my initials below, I, \_\_\_\_\_, acknowledge the requirement to relocate for the specific opportunity with OPT Industries and am willing to do so if hired. I fully understand that this acknowledgment is a requirement for the interview process and states that I have already spoken with any necessary parties (i.e. spouse, significant other, children, parents, etc.) who may directly be impacted by my final decision to relocate.

Initials: \_\_\_\_\_

**Reference and Background Checks**

By initialing here, I acknowledge that as a part of the hiring process, I will be asked to provide references via our web-based reference checking platform, [Outmatch](#), in advance of the final interview. Outmatch offers an easy, transparent solution that allows you to be proactive during the reference process and provides a complimentary final report that can be added to your portfolio.

I also acknowledge that a background check will be required prior to final interviews through our partner, [ClearChecks](#).

Initials: \_\_\_\_\_