

# Hiring Checklist: Contract Packaging Engineers

This tool is intended to assist in the identification criteria, qualifications and experience when hiring a Contract Packaging Engineer



## Engagement Details

### Contract Duration:

<1 year                      1-2 years                      Permanent                      Other \_\_\_\_\_

### Location:

 Is fulltime on-site presence required?

Physical Location: \_\_\_\_\_ Remote: \_\_\_\_\_

### Job Type:

Full Time: \_\_\_\_\_ Part Time: \_\_\_\_\_

### Tenative Start Date:

 \_\_\_\_\_

## Experience

### Years/Level:

 Packaging Engineers are broadly grouped into three levels based on experience.

Packaging Engineer (0-4 years)	Senior Packaging Engineer (4-12 years)	Principal Packaging Engineer (12+ years)
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### Education:

 Packaging Engineers generally have one o the following educational qualifications:

Bachelors                      Master's                      Indusry Expert (further education, published, speaker)

### Industry:

Health & Beauty	Industrial & Durable Goods	Food & Beverage	CPG/Household
Pharmaceutical	Medical Device	Biotechnology	



## Additional Knowledge Transfer Programs & Accelerators

**Sustainability Strategy Development**

**Channel Audits**

**Cost Savings**

**Serialization**

**Regulatory Requirements**

**Supply Chain Traceability**

**Distribution Qualification**

**Ecommerce**

## About Adept Packaging

Adept Packaging is the trusted expert for packaging engineering and serialization, providing teams with focused capability through staffing, engineering services, business processes and technology.

With wholly-owned operations in the US and Europe, Adept Packaging has experience and expertise from a successful track record of delivering thousands of projects for over 100 clients.



## Expertise

Capabilities of Packaging Engineers can generally be evaluated by the following four categories:

### Materials:

- Films
- Foils
- Paperboard
- Corrugated
- PTFE (Tyvek)
- PET
- PE
- Adhesives

### Packaging Components

- Pharmaceutical blisters
- Plastic beverage closures
- Auto injectors
- Vials-tubing
- Syringes
- EBM bottles
- IBM bottles
- Closure systems- caps
- Closure systems- stoppers
- Closure systems- crimp seals and induction seals
- Pouches
- Tubes
- Color cosmetic compacts
- Lip-gloss, eyeliner and mascara cases
- Lipstick cases
- Brushes
- Adhesive labels
- Shrink wrap labels
- Paperboard cartons
- Nasal sprays
- Cut & stack labels
- Metal closures
- Composite closures
- Steel & aluminum cans
- Glass jars and bottles

### Processes & Technologies

- Thermoforming
- Sealing- Flexibles
- Hot-fill
- Aseptic Filling
- Blow- Fill – Seal
- Form-fill-seal- gusseted pouches (w/fitnets)
- On-Line: Tablet filling
- On-Line: Liquids filling
- On-Line: Powder filling
- On-Line: Cream filling
- Auto ID: Serialization IT
- Auto ID: Serialization coding & vision
- Auto ID: RFID
- On-Line: Vision system
- On-Line: Variable coding
- Printing: Gravure
- Printing: Flexo
- Printing: Digital
- Sterilization- Gamma
- Sterilization- ETO
- Sterilization- E-Beam
- Cosmetic packaging deco
- Distribution Testing- Mechanical
- Distribution Testing- Thermal

### Enabling Knowledge for Packaging Development

- PackDev: Packaging Development Process
- PackDev: Specification Systems
- PackDev: 2D-CAD
- PackDev: Sustainability
- PackDev: Pallet Pattern Optimization
- Engineering: Finite element analysis (FEA)
- Engineering: Statistical Analysis of variance (ANOVA)
- Process excellence (Lean, 6S)
- Engineering: Risk Analysis (PHA/FMEA)
- Engineering: CapEx Financial Analysis
- PackDev: Anti-Counterfeit
- PackDev: Tamper Evident
- PackDev: Microwave Food Heating
- PackDev: Cont. Thread Closures System, nonbeverage
- PackDev: Med Device Pack. Regulations
- PackDev: Equipment OQ
- PackDev: Med Device PQ
- PackDev: Copyediting Pharma Labeling



Contact us for assistance with your staffing needs

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PACKAGING ENGINEERS & CONSULTANTS