

POSITION DESCRIPTION

JOB TITLE: R&D Technologist – Scientific Innovation

DEPARTMENT: Research & Development (R&D)

REPORTING TO: R&D Manager – Scientific Innovation

Our R&D Technologist – Scientific Innovation (SI) leads and supports significant technical components of R&D projects, utilizing strong innovation, product development, and research skills to advance team and department objectives. This team member will work collaboratively and independently to design and execute technical work, from benchtop testing to product commercialization. This role conducts all types of technical work including but not limited to: scientific research, product concept refinement, raw material sourcing, product formulation, benchtop prototype development, experimental design, analytical testing, data analysis and interpretation, scale up testing, co-packer assessment, process optimizing, shelf life testing, sensory testing, stability analysis and product commercialization. May be required to supervise and support other team members in delivering tasks. Our R&D Technologist is responsible for driving company growth through collaborating, innovating, and experimenting to develop creative product and process solutions.

DUTIES AND RESPONSIBILITIES

- Lead and support complex research and product development to deliver against technical targets and overall project scope.
- Participate in ideation and concept refinement for new R&D projects.
- Research, source, and communicate new product concepts, methods of preparation, ingredients, flavours, product use, processes, packaging, nutritional requirements, etc.
- Exhibit innovation in discovery, advancement, evaluation, and implementation of new proprietary technologies, products, and processes to meet company strategic goals.
- Design protocols and conduct scientific experiments to assess, monitor, and improve product formulation and quality. Includes quality, analytical, shelf life, and stability testing.
- Design, plan, and execute experiments and trials at all scales, gathering and analyzing data, reporting results, and making recommendations for further testing and next steps.
- Design and implement changes in formulation and process to improve product performance, costs, quality and manufacturing efficiency.
- Formulate products, and create nutritionals and ingredient statements using Genesis
- Coordinate new production start-up, leading the operational troubleshooting efforts in-house and at co-packer facilities.
- Work with Regulatory to ensure all ingredients, specifications (formulation, labelling), and process meet internal and external requirements prior to launch.
- Work with Sensory Team to design and conduct appropriate tests to measure project progress, identify gaps and provide direction for product development
- Work with QA and Regulatory to document product specifications & processes that will comply with Food Safety standards, and assist in training to implement new SOPs.
- Maintain accurate records of all technical work, as well as all documentation required for SR&ED.
- Establish and reinforce new and existing relationships with suppliers and vendors
- Carry out other duties as required.

EDUCATION & EXPERIENCE

- Degree in Food Science or equivalent, along with min 3+ years of experience in food processing
- Demonstrated technical expertise and proven accomplishments as part of an R&D team

- Experience in planning and conducting R&D projects, from benchtop to scale up.
- Thorough knowledge of R&D (food analysis, chemistry, safety, sensory), engineering and food manufacturing
- Strong working knowledge of Microsoft Office suite.
- Ability to lift 50lb bags
- Valid Canadian Driver's License
- Canadian citizenship or permanent residency status.

SKILLS

- Strong ability to plan and deliver technical work and sub-projects
 - Ability to multitask and deliver against team objectives in a complex and fast paced environment
 - Prioritizes under pressure and ensure that tasks are aligned with goals
 - Strong decision-making, organization, and time-management skills
 - Accountable for decisions and their outcomes
 - Ability to work independently
- Strong technical skills
 - Thorough knowledge of R&D (food analysis, chemistry, safety, sensory), engineering and food manufacturing
 - Demonstrates critical thinking, problem-solving, and attention to detail
 - Actively participates in technical brainstorming
 - Stays current by researching new technology and continually growing technical skills
 - Proactively generate and develop product and process ideas
- Strong communication skills
 - Strong English written and oral communication skills
 - Communicates genuinely and respectfully
 - Balances listening and speaking
- Strong interpersonal skills
 - Works collaboratively and effectively with other team members
 - Maintains approachable demeanor
 - Shows tactfulness in interactions
 - Remains calm and focused in challenging situations
 - Open to providing and receiving feedback

BENEFITS

- Competitive Wages
- MSP and Extended Health benefits fully paid by Daiya for your family
- 3 weeks' vacation
- RRSP matching your retirement contributions
- Annual Personal health and wellness fund
- Fun and creative environment
- Inspiring and innovative work
- Smart and passionate teams
- Making people and the planet a healthier place

HOW TO APPLY

Please submit your application to hr@daiyafoods.com with "R&D Technologist - SI" on the subject line.