

## POSITION DESCRIPTION

<b>JOB TITLE:</b>	Vice President, Research & Development
<b>DEPARTMENT:</b>	Research & Development
<b>REPORTING TO:</b>	Chief Innovation Officer

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### SUMMARY

Our Vice-President of Research & Development (R&D) is responsible for developing an R&D center of excellence which will manage the innovation process in collaboration with Marketing to deliver best-in-class plant-based food products. This team is responsible for the innovation and renovation of our products to develop and commercialize new and improved products and processes to make sure all launches are ready for scale up and production. This position leads product ideation, product development and delivery, and product performance and research to ensure products are on trend and will grow the business.

### DUTIES AND RESPONSIBILITIES

- Lead the short (annual) and long-term (5 years) strategic planning process for the R&D function, providing direction and Executive leadership. Participate in business planning with company executive management, bringing a current knowledge and future vision of Product Innovation and, consumer focus, Sensory sciences, and competitive position.
- Responsible for the leadership, development, coaching and performance of the R&D and FSQR teams. Motivate and lead a high-performance team; attract, develop, recruit and retain the required talent. Set the vision and expectations for the senior leaders on the team and for the entire department as it pertains to performance. Set the overall strategy for R&D and FSQR, ensures goal alignment with overall company and sets proper metrics to hold team accountable.
- Ensure the appropriate team structure
- Ensure sufficient allocation resources for Innovation and Renovation projects that are in alignment with top company priorities.
- Work closely with departmental managers to influence their understanding and support of the strategies and plans. Present information, strategies, and concepts to cross functional department leaders, and vendors in a manner that inspires to action and to achieve established corporate goals.
- Oversee collaboration regarding innovation strategies and processes to elevate the quality and consistency of core and innovative products, and platforms. Oversee the product innovation pipeline to maintain a strong core product portfolio and innovative pipeline to support the fast growth and leadership of the Daiya Brand.
- Ability to analyze and interpret competitors' activities, industry and consumer trends and food technology advancements to conceptualize and develop products and platforms which enhance Daiya's operating efficiencies and profitability. Oversee technology development and product development processes that support strategically significant business opportunities and competitive advantage. Leverage internal and external best practices to continuously improve the R&D function and speed to market.
- Develop strong business relationships with both internal and external partners, including key external vendors, Universities, Food research institutes to ensure leadership in Plant Based Foods.
- Facilitate the transfer of technology, intellectual property and knowledge.
- Develops reports and presentations on Innovation and R&D projects as requested by the CIO/CEO
- May be required to perform other duties as requested.

## **EDUCATION, SKILLS & EXPERIENCE**

- Degree in Food Science, Food Engineering, Chemistry or related field and Master's Degree in related field are both required.
- Minimum of 15 years of progressively responsible R&D experience, preferably with a food manufacturing CPG organization.
- Minimum of 10+ years of leading senior management-level managers and teams. Track record of managerial ability in building competent, high performance teams, establishing clear expectations: monitoring progress and results on an ongoing basis; actively coaching managers and employees to develop their skills; fostering creative thinking; regularly providing feedback on strengths and when they are performing well; providing constructive feedback on areas to develop; creating focus on the right priorities; eliminating roadblocks.
- Ability to help others see potential in new ideas using strong conceptual and analytical skills that result in well-reasoned conclusions.
- Proven ability to create a positive work environment for teams and departments.
- Strong track record of successful innovations, including those with global reach, large-scale and cross-functional teams.
- Ability to share and transfer skills and knowledge from Food or other industries to lead the team.
- Creative thinker who can quickly develop innovative ideas.
- Skilled in transferring consumer insights into viable innovation strategies.
- Strong ability to multi-task and prioritize multiple projects and requests simultaneously, within an intense, deadline-driven environment.
- Strong relationship building skills with the ability to create mutually beneficial relationships with both internal and external clients. Ability to collaborate with and influence others.
- Ability to effectively collaborate and team with other departments, such as Marketing, Sales, Finance, Operations, and Supply Chain to prioritize projects, find solutions to challenges and complete projects on time.
- Superb written and verbal communication skills, with the ability to articulate concepts and strategies to a variety of audiences, including senior leadership teams and franchisee leadership groups/councils.
- Well organized with a high attention to detail and accuracy.
- Proficient in Microsoft Word, PowerPoint and Excel.

## **HOW TO APPLY**

Please submit your application to [hr@daiyafoods.com](mailto:hr@daiyafoods.com) with "VP, R&D" on the subject line.