

POSITION DESCRIPTION

JOB TITLE: Sensory & Product Guidance Manager

DEPARTMENT: R&D

REPORTING TO: Director, R&D

Reporting to the Director, R&D, the Sensory & Product Guidance Manager will lead the S&PG team to proactively develop and implement company-wide sensory evaluation programs. This successful candidate will be the sensory subject matter expert as it relates to innovation, quality systems, consumer research and continuous improvement. This position requires a hands-on participatory approach with strong project management and people leadership skills. The S&PG Manger will work closely with R&D, Marketing, Packaging, QA and Manufacturing to drive business success. The S&PG manager will drive the development and implementation of new/improved sensory & consumer research capabilities to further expand the department toolbox of methods.

JOB RESPONSIBILITIES:

Technical Leadership: consumer and sensory research, product guidance, product design & quality, statistical analysis

- Develop the overall sensory research plan, ensuring all projects are executed on time and on budget.
- Responsible for providing robust technical oversight to drive research, product guidance, problem solving and decision making
- Strategize, design and execute sensory testing through gathering, analyzing and reporting results to make recommendations for the development of innovative products that delight people and planet
- Thorough understanding of statistics as it relates to sensory testing. Including computing, interpreting, and providing actionable guidance
- Demonstrated expertise in the application of quantitative and qualitative consumer testing methods to drive new product development and continuous improvement efforts (CLT's, HUT's, DOL's, focus groups, online survey's etc.)
- Innovate and implement sensory methodologies to evaluate products for both immediate and long term objectives (ranging from discrimination and affective to descriptive and novel methodologies)
- Experience and knowledge in leading descriptive analysis panels and conducting sensory attribute training
- Demonstrated success in the development and application of a QA sensory system to ensure product consistency to meet consumer expectations
- Lead validation of new technology applications via robust understanding of consumer science profile
- Stay connected with industry and up to date on new sensory research techniques and methodology
- Develop relationships and actively collaborate with external vendors, agencies, and suppliers to drive S&PG initiatives.

Team Leadership & Communication

- Managing overall project portfolio for the S&PG team, leading overall project direction and supporting team members in achieving deliverables

- Demonstrates excellent leadership skills to guide and support technical team member's growth through hands on training and professional development. Develop performance plans and goals with individual team members
- Responsible for overall S&PG team performance. Develop team culture that supports high performance, innovation, and accountability, and increases team efficiency and output
- Collaborate with R&D management team to build out overall department processes, competencies and capabilities
- Collaborate with Director, RD and VP, RD to develop and implement strategic goals, visions and initiatives for the growth of the S&PG team as it relates to the departmental and company's goals and strategies
- Presents and communicates key findings and results in a relevant and easy to understand manner to all levels of the organization

Project Management

- Manage S&PG team resourcing, assigning resources to approved projects and providing timely communication on overall resource and budget status to key stakeholders
- Work with other functional departments to identify, evaluate and prioritize product development projects and opportunities
- Participate in innovation council and interdepartmental meetings to communicate project prioritization, progress, opportunities, implications and resourcing constraints
- Collaborate with R&D management to develop and manage project and department budgets
- Accountable for ensuring the S&PG team is following the Stage Gate process and delivering on responsibilities throughout the project
- Actively participate and collaborate with other departments and cross functional teams to advance product development initiatives and achieve desired business results

What Will Make You Successful in This Role:

- BS or MS in food science, sensory science, psychology, consumer science, or statistics required.
- 7+ years of sensory research experience, preferably in the food industry
- Minimum 3+ years' experience in project and team management.
- Consistently achieves results and is resilient in tough circumstances.
- Strong working knowledge of Microsoft Office Suite, Office 365 and Sharepoint
- Proficient in statistics and data analysis. Experience using sensory software, such as Compusense.
- Very strong business communications skills, ability to influence and detail orientation
- A proven executer with initiative, flexibility and can-do attitude who has the courage to step up and address complex issues in a respectful and collaborative manner
- Ability to work collaboratively, approach conflict with curiosity, receive feedback, and influence others.
- Experience managing multiple product projects from ideation to market commercialization. Excellent knowledge and expertise in all sensory methodologies
- A passion for plant-based food products, sustainable business, Health & Wellness industry
- Good understanding of the US CPG market, and dynamic between company, customer as well as consumer.
- Ability to set goals, create a roadmap to deliver short- and long-term results, and communicate vision and plan to team.

BENEFITS

- Competitive Wages
- 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 careers@daiyafoods.com with "Sensory & Product Guidance Manager" on the subject line.