

Daiya Ranks #1 as Fastest Growing Plant-Based Food Company in North America in 2017! We are an innovative company that is passionate about delivering results and providing our consumers with great tasting food products to support healthier ways of eating and living. To uphold this mission, we will be upgrading to a 400,000 square foot facility by the year 2020 and we need amazing passionate talent to join our growing teams! Come join us on our mission to create deliciously dairy-free products and grow your career with the Daiya Team!

SUMMARY

Our R&D Technologist – Packaging leads and supports commercial development, innovation, and sustainability packaging projects. Utilizing deep expertise in packaging technology, a strong network within the packaging community, and a passion for innovative solutions, the R&D Technologist - Packaging is responsible for packaging development, commercialization, and optimization across a range of product lines, as well as the advancement of packaging capabilities within the organization. Collaborating closely with our cross-functional teams, this role translates consumer insights and product requirements into original and functional packaging solutions that differentiate our products and delight our consumers. This team member conducts all types of technical work including but not limited to: technology research, packaging concept refinement, material sourcing, prototype testing, experimental design and testing, data analysis, scale up testing, process optimizing, product lifecycle and integrity testing, and packaging commercialization. May be required to supervise and support other team members in delivering tasks.

DUTIES AND RESPONSIBILITIES

- Lead and support complex packaging projects and initiatives (innovation, renovation, sustainability, and value engineering) to deliver against technical targets and scope.
- Identify, develop, and commercialize packaging designs, structures, materials, and processes for innovation and renovation projects, meeting brand and product requirements.
- Work on cross-functional teams throughout the innovation process, from ideation and conception to development and commercialization.
- Participate in concept and technical ideation and brainstorming sessions.
- Identify design and functional requirements for new packaging, source alternatives, and present proposals to cross-functional team.
- Collaborate with Marketing (Innovation, Brand, Graphics) and Sensory to refine packaging brief, present proof of concept, and validate final packaging.
- Develop packaging specifications for new products and packaging formats.
- Design, plan, and execute packaging experiments and trials at all scales, gathering and analyzing data, reporting results, and making recommendations.
- Lead and conduct packaging plant trials to validate packaging integrity over lifecycle.
- Identify and implement changes in packaging to improve product performance, sustainability, costs, quality, and manufacturing efficiency.
- Support production hand-off, leading the packaging troubleshooting efforts in-house and at co-packer facilities during commercialization.
- Maintain knowledge of current packaging innovation and technology, driving internal innovation by exploring, evaluating, and presenting new packaging concepts, materials, and technologies to the broader team.
- Build and leverage external network to support technology identification, material sourcing, and product development projects.
- Develop partnerships with strategic packaging technology and material suppliers, to accelerate long term packaging innovation, renovation, and sustainability initiatives.
- Provide technical expertise to support project planning and new initiatives.

- Consult, review, and recommend options for manufacturing and equipment designs.
- Work with Procurement, Brand, Regulatory, R&D, CSR, and Operations to ensure suppliers, packaging design and materials, specifications, and processes all meets internal and external requirements.
- Support quality and production teams in training and troubleshooting issues.
- Communicate with stakeholders and manage timeline and risks throughout projects.
- Ensure projects are completed on time and budget, meeting packaging design, quality, sustainability, cost, functionality, reliability, and manufacturability objectives.
- Maintain accurate records of all technical work, as well as all documentation required for SR&ED.

EDUCATION AND EXPERIENCE

- Degree in Food Science or Engineering (Packaging or Chemical)
- Minimum 3 years experience in food or CPG packaging
- Excellent technical expertise in food packaging systems with comprehensive knowledge of packaging technologies and materials, packaging systems and engineering, and food processing.
- Proven experience in planning and conducting multiple projects, leveraging internal and external resources to deliver against project deadlines and scope.
- Demonstrated ability to communicate and work effectively with cross-functional teams and senior management.
- Demonstrated ability to deliver results by working autonomously with minimal supervision.
- Strong network with packaging suppliers.
- Strong working knowledge of Microsoft Office suite
- Able to lift 50lb bags
- Possess a valid Canadian Driver's License
- Has Canadian citizenship or permanent residency status
- Ability to travel up to 25%

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 food analysis, chemistry, safety, 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