

## POSITION DESCRIPTION

<b>JOB TITLE:</b>	R&D Technologist
<b>DEPARTMENT:</b>	Research & Development
<b>REPORTING TO:</b>	R&D Manager

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### SUMMARY:

Daiya is looking for an **R&D Technologist with bakery experience** to join our meals product development team. The **R&D Technologist** works collaboratively to innovate, plan and conduct technical work that supports the delivery of projects and tasks. This role works independently, quickly, and accurately to deliver tasks and sub-projects that advance department and company objectives. Work may include, but is not limited to: scientific research, raw material sourcing, product formulation, benchtop prototype development, experimental design, analytical testing, data analysis and interpretation, scale up testing, stability analysis, shelf life testing, sensory testing and production implementation. They are responsible for driving company growth through collaborating, innovating, and experimenting to develop creative product and process solutions.

### DUTIES AND RESPONSIBILITIES:

- Develop new products, line extensions, and applications to meet specific consumer, customer, and company targets.
- 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.
- Assist in the design and implementation of changes in formulation and process to improve product performance, costs, quality and manufacturing efficiency.
- Formulate products, and create nutritional and ingredient statements using Genesis
- Maintain accurate records of all technical work, as well as all documentation required for SR&ED.
- Assist with 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.
- Establish and reinforce new and existing relationships with suppliers and vendors
- Manage sample and ingredient inventory, storage, and preparation for team project
- Participate in maintaining lab by calibrating equipment, organizing team supplies, and ensuring cleanliness.
- Assist Lab Administrator with documentation required for new samples and raw materials.
- Carry out other duties as required.

## **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

## **Qualification**

- Degree in Food Science or equivalent, along with min 3+ years of product development for bakery industry
- Background knowledge of baking science, food analysis and chemistry, food safety, and sensory
- Strong working knowledge of Microsoft Office suite.
- Experience in planning and conducting research projects
- Experience in an R&D team is an asset.
- Ability to lift 50lb bags
- Valid Canadian Driver's License
- Canadian citizenship or permanent residency status.