

## POSITION DESCRIPTION

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|----------------------|-------------------------------------------------|
| <b>JOB TITLE:</b>    | R&D Lab Supervisor                              |
| <b>DEPARTMENT:</b>   | Research & Development                          |
| <b>REPORTING TO:</b> | Sr. R&D Manager – Advance Research & Technology |

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Welcome to the unexpected delight of plant-based exploration! We're the creators of a revolutionary cheese alternative that tastes, shreds, melts and stretches like traditional cheese. Today, as plant-based food grows in popularity, that spirit of innovation continues to inspire our team.

We believe in pioneering plant-based breakthroughs that delight people and planet. Our portfolio of great tasting foods provides an opportunity for everyone to gather around the table, whether you have food allergies, are flexitarian, vegan, vegetarian, or just plant-based curious!

We're one big family of food-loving Daiyans, and we're always on the lookout for people who share our passion, our vision, and our ability to make each other smile.

### SUMMARY:

The **R&D Lab Supervisor** collaborates with the Advanced Research & Technology (ART) team and the Lab team by leading various capabilities projects, maintaining a high-quality lab space, developing robust analytical methods, and supervising lab team's daily tasks. This role works independently, quickly, and accurately to deliver tasks and sub-projects, including the creation and maintenance of new scientific tools and protocols. Work may include, but is not limited to: Literature review, equipment and material sourcing, experimental design, analytical testing, data analysis and interpretation, SOP development, and training. They are responsible for driving company growth through collaborating and innovating to develop creative solutions and ensure maintenance of high standard lab and analytical practices. This role will be expected to balance Lab and ART project work.

### DUTIES AND RESPONSIBILITIES:

#### Laboratory focus

- Develop and conduct analytical tests and procedures. May include microscopy, chemical assays, texture analysis, rheological analysis, and various other scientific techniques
- Work with cross functional teams to ensure inventory and materials management is accurate. Lead projects aimed at improving the organization and overall functionality of the lab
- Actively collaborate and consult with external suppliers, co-packers, and external research groups (companies, universities, etc.) to drive R&D initiatives. Leverage external expertise to develop robust analytical methods to be applied across all R&D teams
- Supervise and lead other lab team members in carrying out day-to-day tasks, including both technical and non-technical work
- Plan and assist in lab training and orientation of R&D team members. Support other R&D team members in protocol development
- Oversee the lab and innovation center. Ensure proper documentation is up to date of all lab protocols and training materials, supplies, chemicals, and equipment
- Participate in monitoring, ordering, and maintaining adequate supplies for lab. Monitor monthly spend of laboratory expenses
- Support teams in sourcing, testing, validating, and recommend lab equipment and materials.

- Maintain a safe working environment.
- Carry out other duties as required.

#### **Advanced Research and Technology Project focus**

- Exhibit innovation in discovery, advancement, evaluation, and implementation of new proprietary technologies, products, and processes to meet company strategic goals
- Utilize strong project management skills to lead multiple R&D capabilities projects aimed at developing new methodologies and improving existing practices. Assess technical feasibility of projects, develop plans and timelines, and execute to meet deadlines
- Design, plan, and execute scientific protocols and experiments at all scales, gathering and analyzing data, reporting results, and making recommendations for further testing and next steps. May include quality, analytical, shelf life, and stability testing
- Document results, prepare written research reports, and present findings to team

#### **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

#### **QUALIFICATIONS**

- Minimum M.Sc Degree in Food Science/Chemistry/Biochemistry/Material Science or equivalent.
- Minimum 7+ years of experience in technical research / laboratory experience
- Strong working knowledge of Microsoft Office suite and SharePoint. Experience using statistical software an asset
- Experience in managing, planning, and conducting research projects
- Experience supervising direct reports an asset
- Experience managing a lab is an asset
- Ability to lift 50lb bags
- Valid Canadian Driver's License
- Canadian citizenship or permanent residency status.

## **BENEFITS**

- Competitive compensation
- 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](mailto:careers@daiyafoods.com) with "R&D Lab Supervisor" on the subject line.