



POSITION DESCRIPTION

JOB TITLE: R&D Chef
DEPARTMENT: Research & Development
REPORTING TO: R&D Director

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 provide 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 Chef** is a self-motivated and curious individual, focused on delivering multiple culinary solutions to support key internal and external initiatives. The successful candidate will be an experienced professional capable of merging strong culinary knowledge and hands-on technical skills to develop plant-based recipes and menus, validate new ingredients and products, guide R&D development, and support sales and marketing. This role acts as an independent culinary lead for multiple R&D and corporate projects, working collaboratively with the cross-functional team to meet business objectives.

DUTIES AND RESPONSIBILITIES:

- Leads, executes, and delivers multiple culinary projects and solutions.
- Leads initiatives to improve culinary processes, tools, and training to support product development.
- Crafts unique and creative plant-based recipes and menus for retail and food services customers and consumer applications.
- Validates Daiya product performance in a variety of culinary applications and conditions.
- Researches culinary techniques, product concepts, and consumer and industry trends.
- Seeks and leverages inspiration from industry trends, international cuisine, and searches for opportunities to infuse creativity into the development process.
- Participates in concept development, creating initial prototypes, support consumer testing, and developing gold standards
- Develops sales and marketing resources, presentations, and video content with menus, recipes, product usage recommendations and culinary guidance.
- Works collaboratively with sales team, brokers, distributors, and customers to give presentations, test products, support operators, and identify opportunities for improvement.
- Hosts stakeholders, customers and chefs at Daiya headquarters.
- Acts as a key culinary resource to the organization for projects and external communication
- Provides guidance to R&D team members on culinary trends and ingredients
- Sources and evaluates ingredients from existing and new suppliers
- Leads the development of, or revisions to, SOP's and testing methods
- Maintains accurate records of all work, as well as all documentation required for SR&ED

- Works with sensory team to run tests to measure project progress and inform next steps.
- Advanced culinary knowledge and skill across the organization; provides culinary coaching to team members
- Identifies and builds strong relationships and network of chefs and culinary resources
- Carries out other duties as required

SKILLS:

Project & Technical skills

- Advanced hands-on culinary skills, and knowledge of a variety of culinary techniques.
- Strong passion for cooking with a developed palate, excellent articulation of product attributes, and a strong knowledge of a variety of cuisines. Baking knowledge a plus.
- Ability to write reports and present to internal and external stakeholders and customers.
- Ability to stay current by researching products, trends, and ingredients.
- Actively participates and leads meetings and brainstorming, bringing creative ideas and a can-do attitude
- Strong technical and cross-functional project leadership and management skills

Professional skills

- Self-directed, accountable for delivering against multiple projects, initiatives, goals and metrics
- Strong English oral and written communication, represents team and company in a professional manner
- Ability to multitask and deliver against team objectives in a complex and fast paced environment
- Excellent organizational skills, maintaining accurate records of all technical and project work
- Ability to build strong working relationships with cross-functional teams and customers.
- Communicates with non-culinary team members to provide culinary input and advice
- Constructively supports and challenges other R&D team members; provides productive feedback
- Constantly seeks to advance culinary skills and expertise

QUALIFICATIONS

- Degree in Culinary Science, or equivalent qualifications
- 5+ years of experience in food development, professional kitchen, food service, or food manufacturing environment; experience in a food service or restaurant chain an asset
- Certified Research Chef (CRC) certification an asset
- Advanced knowledge of cooking fundamentals and professional terminology
- Strong understanding of plant-based lifestyle and allergens
- Familiarity with FDA, food safety guidelines and regulations for safe food manufacturing
- Knowledge of Microsoft Office Suite, Office 365 and Sharepoint
- Valid Driver's License
- Travel up to 15 – 35% of the time, primarily Canada and US
- Ability to lift 50lb bags

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 with "R&D - Chef" on the subject line.