

POSITION DESCRIPTION

JOB TITLE:	R&D Scientist, Product Development
DEPARTMENT:	Research & Development
REPORTING TO:	R&D Manager, Product Development

SUMMARY:

Our **R&D Scientist, Product Development** is a self-motivated and curious individual, focused on delivering products and technical solutions for our **cheese category**. The successful candidate will be an R&D professional capable of merging scientific knowledge, hands-on technical skills, and project leadership to develop formulations and processes, conduct analytical and scale up testing, and commercialize new solutions. This role will be responsible for leading and executing technical work from ideation to launch for key innovation, renovation, product and process improvement, and value engineering projects.

DUTIES AND RESPONSIBILITIES:

- Leads and executes technical R&D work on multiple product development projects
- Leads continuous improvement initiatives to improve performance, costs, quality, and operational efficiency.
- Researches new technologies and industry trends, looking for practical applications and benefits for the business. Participates in ideation and technical feasibility assessments for new projects
- Sources and evaluates ingredients, packaging, etc. from existing and new suppliers
- Develops new and modifies existing formulations and processes in benchtop, pilot plant, and production to achieve technical targets for innovation, renovation, and value engineering projects (PD: Class I & II / Value Engineering)
- Enters ingredients, formulates products, and creates NFPs and ingredient statements using Genesis
- Understands the role of ingredients and process within model systems, prototypes, and products; can manipulate those variables to achieve project objectives
- Designs, conducts, and analyzes scientific experiments to test ingredients, formulations, and processes, and develop prototypes and products. Includes sensory, analytical, micro, and shelf-life testing
- Leads the development of, or revisions to, SOP's and testing methods
- Plans, coordinates, and runs plant trials
- Works with FSQA team and operations to develop commercialization and hand-off plan, including quality and food safety measures, documentation and specifications, training programs, and ongoing support
- Coordinates new production start-up and hand-off, leading operational troubleshooting efforts in-house and at co-packer facilities
- Maintains accurate records of all technical 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
- Participates in maintaining lab by calibrating equipment, organizing team supplies, and ensuring cleanliness
- Assist Lab Administrator with documentation required for new samples and raw materials
- Carries out other duties as required

SKILLS

Project & Technical skills

- Strong knowledge of product development process, ingredient functionality and applications, food processing and manufacturing
- Working knowledge of Genesis: ingredient entry, formulating, ingredient statement and nutritional fact panel
- Hands-on culinary and technical lab skills in areas of food analysis, food processing, food structuring, food chemistry and/or food microbiology
- Strong data analysis and interpretation skills, able to understand results and make recommendations
- Discerns the level of rigour required for data capture to advance projects and safeguard information
- Strong critical thinking, troubleshooting and problem-solving skills
- Ability to write detailed technical reports and gives clear presentations to communicate results
- Ability to stay current by researching technology and trends, and continually growing technical skills
- Actively participates in meetings and brainstorming, bringing out of the box ideas and a can-do attitude
- Strong technical project leadership and management skills

Professional skills

- Self-directed, accountable for delivering multiple technical project and objectives on time.
- 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 relationship with cross-functional team, existing suppliers, vendors, and research agencies
- Constructively supports and challenges other R&D team members; provides productive feedback

QUALIFICATIONS:

- B.Sc. in related science or engineering discipline (Food Science, Process Engineering, etc.); M.Sc. an asset
- 3+ years of work experience in food processing or product development; an equivalent combination of education and experience may be considered
- Background knowledge of R&D (food analysis, chemistry, safety, sensory), engineering or food manufacturing; experience in an R&D team is an asset
- Working knowledge of Microsoft Office Suite, Office 365 and Sharepoint
- Working knowledge of CDN and US food standards and regulations
- Valid Canadian Driver's License
- Travel up to 15 – 20% of the time
- Ability to lift 50lb bags