

Sr. Food Scientist – R&D

Job Description

REPORTS TO (Title): Vice President – Culinary Innovation & Product Development

DEPARTMENT: Corporate R&D

STATUS CLASSIFICATION: Exempt

JOB CODE: *[Assigned by Human Resources]*

SUPERVISES: Hourly and/or Salaried R&D Technicians, Technologists or Food Scientists

JOB PURPOSE: This position is responsible for the research, development and commercialization of new poultry products, as well as the improvement to existing poultry products and/or manufacturing processes.

CORE JOB FUNCTIONS/RESPONSIBILITIES:

- Manage the end to end process of poultry product development.
 - Development of new product samples
 - Modification of existing products
 - Optimization of products and processes
 - New Product cost analysis
 - Optimization analysis across all areas related to R&D
 - Implementation of optimization procedures
 - Development of New Product Specifications
 - Collaborate with teams responsible for USDA Regulatory Requirements
 - Collaborate with teams responsible for Food Safety Requirements
- Work independently to research and identify areas of opportunity for the betterment of George's Inc. and our customers.
- Deliver expertise and best in class knowledge of ingredients, formulations and food processing techniques
- Demonstrate strong bench top development skills that realistically translate to plant floor capabilities.
- Coordinate and calibrate with all cross-functional departments essential to the start-up of R&D driven production runs i.e., sales, purchasing, FSQA, plant facilities management, etc....
- Develop, grow and maintain strong working relationships with plant facilities management.
- Analyze and identify opportunities or issues related to R&D and effectively communicate those findings to Senior Leadership.
- Translate new and traditional culinary techniques and identify opportunities to apply those through the use of large scale manufacturing processes, ingredients and food science technologies.

MAGNITUDE/SCOPE:

Knowledge/Skills:

- Critical, in depth knowledge of poultry science and poultry processing for food service, deli and retail accounts
- In depth knowledge of FSQA procedures, processes and requirements
- Practiced and focused on food sensory technologies related to poultry and other meat products
- Hands on culinary experience
- In-depth knowledge and hands on experience with poultry plant floor equipment, processes and procedures.
- Knowledge of agricultural technologies related to product specifications lifecycle management, nutritional analysis, labeling, and plant floor operations

- Ability to set priorities and meet deadlines while accomplishing team objectives
- Skill in time management and organization with excellent attention to detail
- Quick learner and able to make decisions/recommendations in a fast paced environment.

Freedom to Act:

- Ability to handle a significant workload and effectively prioritize projects with a high degree of autonomy
- Ability to identify systems and processes necessary to perform job more effectively and efficiently

Size and Complexity

- Able to successfully manage multiple priorities in a fast paced work environment
- Possess initiative and passion to drive successful and flawless implementation of new PLM system

Interaction:

- Ability to handle confidential information with the utmost level of professionalism
- Ability to establish effective working relationships within department & cross-functional teams
- Ability to communicate both written and verbally across all levels of the organization

External Relationships:

- Perform all duties and responsibilities in a highly ethical manner and in accordance with Company policies and procedures.

EDUCATION/EXPERIENCE

Required

- Bachelor's or Master's degree in Poultry Science preferred. Other degrees such as Meat Science and Food Science as they relate to the manufacturing of food for retail and food service consumption, will be considered.
- 5+ years of experience in the poultry manufacturing industry, with knowledge of HACCP, SSOP, labeling laws, etc....
- Experience in upholding a consistent standard for in-depth attention to detail in technical matters.

The duties of this position may change from time to time. George's Inc. reserves the right to add or delete duties and responsibilities at the discretion of George's, Inc. or its managers. This job description is intended to describe the general level of work being performed. It is not intended to be all-inclusive.