



## **COMPANY OVERVIEW**

Tate & Lyle is a global provider of distinctive, high quality ingredients and solutions to the food, beverage and other industries. Through our large-scale, efficient manufacturing plants, we use innovative technology to turn raw materials into distinctive, high quality ingredients for our customers. These ingredients add taste, texture, nutrition and increased functionality to products that millions of people around the world use or consume every day.

Headquartered in London, Tate & Lyle is a £3+ billion company that has a range of leading branded food ingredients, including SPLENDA® Sucralose, PROMITOR™ Dietary Fiber, PUREFRUIT® monk fruit extract, TASTEVA® stevia extract, and STA-LITE® Polydextrose. We also produce branded industrial ingredients including Bio-PDO™, Ethylex® and Sta-Lok® paper starches; and staple ingredients such as high fructose corn syrup, ethanol, citric acid and basic starches.

## **TATE & LYLE'S STRATEGY**

Our vision is to be the leading global provider of specialty food ingredients and solutions. We will achieve this by:

- a disciplined focus on growing our specialty food ingredients business
- deeper customer understanding, continuous innovation and agility
- stronger positions in high growth markets
- driving our bulk ingredients and sugars businesses for sustained cash generation to fuel this growth

## **TATE & LYLE'S STRUCTURE**

We operate through two global business units:

- **Specialty Food Ingredients**
- **Bulk Ingredients**

These two business units are supported by globalized support services and our Innovation and Commercial Development group (ICD).

ICD is dedicated to driving long-term growth across Tate & Lyle, with a primary focus on growing specialty food ingredients. ICD brings together product development, marketing and product management into one team, enabling a fully integrated approach to developing and commercializing innovation.

## **TATE & LYLE'S MARKETS**

We count many of the world's major companies – whether food, beverage or industrial – as our customers. Most of our customers are food and beverage manufacturers; in fact they represent over 75% of our total sales. We also have many customers in the industrial, animal feed, pharmaceutical and personal care markets.

## **ROLE DESCRIPTION**

This sensory scientist will serve as a Principal Scientist and key program leader of the ICD Sensory Group. The team currently includes two Ph.D. sensory scientists and two Associate Scientists on salary in addition to the program leader. In addition, a full-time descriptive panel staffed with 10-15 panelists is maintained. As program leader for the ICD Sensory Group, this sensory scientist will manage the activities of all staff.

## **RESPONSIBILITIES AND ACCOUNTABILITIES**

This Principal Scientist will be engaged in planning and executing sensory experiments on food ingredients, supervision of scientists & panelists, and planning project resources. The Principal Scientist will also be expected to engage with internal and external resources to create and maintain the sensory calendar and to manage priorities.

The Principal Scientist will have three primary areas of responsibility:

### **i) Program Leadership**

The Principle Scientist will lead the sensory program, including coordination of resources against projects, oversight of work plans, & review of all technical results. The Principal Scientist will engage with new product development team leaders to ensure the delivery of project results and with the broader business teams to provide support for existing products. The Principle Scientist will have a demonstrated broad knowledge of sensory science & practice, including all forms of testing & analysis.

### **ii) Capability Build**

The Principle Scientist will lead the effort to maintain a new state-of-the-art facility, coordinate the development and training of a permanent descriptive analysis panel, expand consumer insight testing capability, ensure continuity of existing discrimination testing program, and establish new operational processes to

manage the project flow for discrimination testing, descriptive analysis, and consumer insight work.

### iii) Execution of Sensory Projects

The Principle Scientist will be engaged in planning and executing sensory and consumer studies, supervision & mentoring of junior scientists & panelists, and planning project resources. The Principle Scientist will also be expected to engage with internal and external resources to advance new product development projects and to provide technical expertise to support existing business in relevant areas.

## KEY RELATIONSHIPS

Reports to: Vice President, Sweeteners/Texturants NPD Group

Peers: Project leaders within New Product Development

Other key relationships: Marketing, regulatory, legal, engineering, etc.

## POSITION REQUIREMENTS

The successful candidate will have a Ph.D. in Food Science or related discipline and 5-10 years of industrial experience, or an MS degree with 10+ years of industrial experience.

A broad background in sensory & consumer testing of foods is required. Deep experience in descriptive analysis is also required. Experience in the following sensory disciplines is highly desirable: discrimination testing, focus group moderation, consumer affective testing (liking, acceptability, preference, JAR scores, etc), statistical analysis, design of experiments, and an array of specific test methodologies in each of the areas.

***For Internal Use Only***

## COMPETENCIES AND CHARACTERISTICS

- Functional Leadership experience - Previous supervisory experience is a plus.
- Drive – Need to be passionate about his/her work, with a high energy level, strong work ethic, and internal drive for organizational and individual success. Ability to energize others in a team setting important.
- Execution – Demonstrated ability to complete assignments, meeting quality- and time-oriented objectives. Requires strong skills in timeline development and management.

- Problem-Solving – Possesses excellent problem-solving skills and should be able to evaluate root causes, and take a systematic, structured view of projects/situations.
- Innovation - Demonstrated creativity, innovation, and ability to problem-solve.
- Team Work – Excellent team-work skills, including an ability to work with diverse teams of people with multiple perspectives and talents, capable of functioning as individual contributor or team leader.
- Communication – Excellent communication and listening skills: should be articulate, with the ability to make arguments in a compelling manner at all organizational levels.
- Customer-Orientation – Customer-centric in approach, be they internal or external customers. Ability to engage customers to present sensory and consumer insights and to elicit insight on product development needs and product requirements.
- Safety – An exhibited dedication to safety and commitment to making safety the number one priority.