

Principal Scientist - Texturants

ROLE DESCRIPTION

This ingredient developer will serve as a Principal Scientist and key project leader in the ICD Texturants Product Development Group. The team is currently composed of a diverse group of experienced scientists with skills in materials science, chemistry, engineering, food science & sensory analysis.

RESPONSIBILITIES AND ACCOUNTABILITIES

This Principal Scientist will be engaged in planning and executing laboratory work to design ingredients, supervision of technicians, and planning project resources. The Principal Scientist will also be expected to engage with internal and external resources to advance technical product development through scale-up activities and to provide technical expertise to support existing business in relevant areas.

The Principal Scientist will have two primary areas of responsibility:

i) Project Leadership

The Principal Scientist will lead product development projects, driving establishment & coordination of cross-functional, multi-disciplinary project teams with engineering, analytical, food applications, sensory, product design and other technical personnel. The Principal Scientist will also engage with regulatory, legal, commercial and other non-technical personnel to ensure projects proceed in accordance with internal processes & metrics, and will be responsible for delivery of the project through the commercial launch. The Principal Scientist will have a demonstrated knowledge of Project Management techniques, tools & processes necessary to accomplish these tasks.

ii) Execution of Technical Project Objectives

The Principal Scientist will be engaged in planning and executing laboratory work to design ingredients, supervision & mentoring of junior scientists & technicians, and planning project resources. The Principal Scientist will also be expected to engage with internal and external resources to advance technical product development through scale-up activities and to provide technical expertise to support existing business in relevant areas.

KEY RELATIONSHIPS

Reports to: Vice President, Texturants Product Development 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 Materials Science, Chemistry, Food Science, Chemical Engineering, or related disciplines and 5-10 years of industrial experience, or an MS degree with 10+ years of industrial experience.

A broad background in ingredient design for foods is required. Deep experience in carbohydrate chemistry and characterization is required. Experience in any of the areas of ingredient design from the following list is also a desirable:

- Enzyme or chemical modification of food ingredients,
- Physical processing of food ingredients (spray drying, drum drying agglomeration, blending etc.),
- Natural products extraction, and separations technology as applied to product design,
- Physical characterization, OR
- Formulation of complex food ingredient systems.

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 conduct voice-of-customer interviews with customers 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.