

MANAGEMENT

IN THE GRAIN MILLING
INDUSTRY



RESEARCH & DEVELOPMENT MANAGER

R&D MANAGER

Other job titles:

- R&D Specialist
- Food Scientist - R&D
- Senior Director - R&D
- R&D Program Manager

SALARY RANGE:

**\$77,000-
\$132,000**

BENEFITS CAN INCLUDE:

- Dental & Medical Plans
- Pensions
- Life Insurance
- Bonuses
- Tuition Reimbursement
- Employee Assistance Plans
- Wellness Plans
- Career Growth

DESCRIPTION

The primary role of this position is to provide leadership for the development and execution of a balanced R&D project portfolio of new and innovative technologies (includes raw materials, ingredients, equipment, packaging & processes). This role will leverage internal and external resources, to develop programs, and manage R&D and product development projects from concept through to commercialization. Scout new technologies to develop and optimize capabilities in processing, technical services and customer solutions. This role shares the accountability with the marketing, sales and finance leads to monitor the financial results of projects rolled out from the innovation pipeline; and adjust priorities and approaches accordingly.

KEY RESPONSIBILITIES

- Accountable for talent acquisition & development; performance management & succession planning that ensures R&D talent has the technical and leadership capabilities to support execution of the company strategy
- Champions & coordinates implementation of best practices to raise employee engagement & productivity
- Implements strategies & control mechanisms to ensure compliance with laws, regulations & company policies
- Promotes a culture of inclusion, collaboration and teamwork across organizational & industry boundaries
- Partners with Technical Services and Sales to build zippered R&D & relationships with key customers
- Subject matter expert who uses insights to influence cross functional development & execution of a balanced portfolio
- Works with minimal guidance to prioritize resources, manage projects & multi-disciplinary teams to deliver targeted results. Oversees product and process documentation and costing during development through scale-up.
- Partner with marketing to develop & use consumer testing methodology for new and existing products
- Partner with marketing & technical services to develop & review promotional & training materials, packaging & labeling
- Provides leadership for the development, use & protection of IP. Cultivates team awareness of the legal implications of, & appropriate

behaviors associated with documentation & interactions with external parties

- Champions & uses project management best practices to ensure on time & on budget commercialization of solutions
- Anticipates customer requirements through regular customer interactions & by staying abreast of local/global trends
- Builds and maintains active research programs that build upon emerging technical knowledge in multiple disciplines
- Represents the company in relevant external organizations (e.g. parents, academia, industry forums etc...)
- Supports brand building through participation in relevant external organization & technical publications
- Manages a variety of external partnerships (e.g. parents, consultants, companies &/or technical organizations) to help develop & deliver innovative solutions

THIS JOB IS FOR YOU IF...

- You like variety and learning new things
- You like innovation and product development
- You enjoy working with a team
- You want career opportunities within a stable, well-established industry
- You want to be part of a community within an industry that has been established for hundreds of years

REQUIREMENTS

- Master's degree in applicable scientific discipline (Food Science, Cereal Science, Chemical Engineering, etc.)
- 10+ years of Professional Experience; 5+ years of managerial experience
- Considered an innovator in the field
- Able to effectively communicate, manage & influence technical & non-technical employees
- Hold others accountable - able to establish clear objectives & enforce use of metrics to ensure progress is being made
- Demonstrated experience participating on customer teams to provide technical leadership during customer meetings
- Demonstrated ability to scope, develop, manage and implement technical programs
- Demonstrated commercial problem solving/decision-making ability/Executes with appropriate sense of urgency
- Demonstrated ability to work with diverse groups
- Strong interpersonal skills
- Applies structured, disciplined approach to planning, administering & completing projects successfully