

Grain Milling Research & Development Manager

GRAIN MILLING
CAREER NETWORK
POWERED BY



Leading innovative efforts to optimize solutions.

As a research and development manager, the primary focus is to provide leadership for the development and execution of a balanced R&D project portfolio of new and innovative technologies, which can include raw materials, ingredients, equipment, packaging and processes. Leveraging internal and external resources, the R&D manager develops programs and manages research and product development projects from concept through to commercialization. Always seeking to iterate and innovate, this position also scouts new technologies to develop and optimize capabilities in processing, technical services and customer solutions. Working closely with marketing, sales and finance allows R&D to not only roll out solutions, but do so in a way that monitors financial results and adjusts priorities and approaches according to the needs of the company and market.

Career Responsibilities

- Lead and manage the R&D team, overseeing talent acquisition, development, performance management, and fostering a collaborative, inclusive environment
- Develop and execute the R&D strategy, aligning project portfolios with business objectives and prioritizing resources to deliver innovative new products and processes
- Oversee the entire product development lifecycle, from ideation and formulation to prototyping, testing, scale-up, and commercialization, ensuring on-time and on-budget delivery
- Manage product and process documentation and costing, maintaining accurate records and ensuring compliance with all relevant regulations and company policies
- Collaborate with cross-functional teams (Marketing, Sales, Technical Services, Operations) to identify market opportunities, understand customer needs, and ensure successful product launches
- Drive consumer testing and market research initiatives to gather insights and validate product concepts
- Keep up to date with industry trends, emerging technologies, and competitor activities, providing expert guidance and informing strategic decisions
- Champion intellectual property (IP) protection, ensuring proper documentation and fostering a culture of awareness regarding confidential information
- Promote a culture of safety, ensuring all R&D activities adhere to the highest standards of food safety and human safety
- Manage a variety of external partnerships (e.g. parents, consultants, companies &/or technical organizations) to help develop and deliver innovative solutions
- Personally demonstrate a commitment to food and human safety

Other Job Titles

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

Educational Requirements

- Master's degree in applicable scientific discipline (e.g. Food Science, Cereal Science, Chemical Engineering, etc.)
- 10+ years of Professional Experience; 5+ years of managerial experience
- Able to effectively communicate, manage and influence technical and non-technical employees
- Able to establish clear objectives and enforce use of metrics to ensure progress is being made
- Experience participating on customer teams to provide technical leadership during customer meetings
- Ability to scope, develop, manage and implement technical programs
- Demonstrate commercial problem solving and decision-making abilities
- Ability to work with diverse groups
- Strong interpersonal skills

Possible degrees, training and related fields include:

- Food Science
- Chemistry
- Biology
- Baking Science
- Grain Science

Salary Range

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

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