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| SECTION 1 – IDENTIFYING INFORMATION |
| Job Title | Senior R&D Manager  | Department | R&D |

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| SECTION 2 – JOB SUMMARY |
| This role will drive, manage, and support programs to deliver savings incremental to the core RDQ teams, while partnering with them to ensure product quality and integrity, manufacturing efficiency, and commercial success.This hands-on role will lead a specialized R&D team focused on delivering cost savings programs by identifying gaps, ideating approaches, vetting ideas, scaling up, and implementing solutions while continuously reporting progress to Hain’s leadership team. The role requires planning, coordination, managing, and execution of projects with minimal supervision. Responsibilities require working closely with all business unit teams, vendors, manufacturing sites, and third-party providers to test and launch cost saving programs. |

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| SECTION 3 – KEY ACCOUNTIBILITIES | % OF TIME |
| **Ideation and Vetting:** Identifies cost savings opportunities through assessing ingredient functionality, product design, recipes, and manufacturing for material savings and efficiency gains. Continuously drives and supports ideation sessions across business units with cross functional partners to maintain a full pipeline of concepts. |  |
| **Product Design & Development:** Leads end-to-end development of cost savings projects through design to consumer value, formulation, bench top prototyping, pilot trials, plant trials, specifications, shelf-life studies and consumer sensory. |  |
| **Packaging Development:** Provides Product Development support to Packaging R&D programs to ensure product/package compatibility and provide specification support through the commercialization process. |  |
| **Commercialization:** Manage implementation through relationships across RDQI, Commercial, and Supply Chain until ongoing production is established. |  |
| **Project management:** Charter and lead cross functional projects with stake holders to drive projects while managing risks. Effectively manage stage gating projects, highlighting resource and budget requirements, risks, and timelines. |  |
| **Reporting:** Serve as technical liaison between cost savings communities: Manufacturing, Supply Chain, Brand, Transformation and RDQI to align activities on achieving goals. |  |
| **Leadership:** Leverage internal and external partners to deliver solutions that meet the product needs, packaging requirements and consumer experiences.  |  |
| **Team development:** The role manages a team of direct reports of managers, scientists and/or engineers. |  |
| **Execution Responsibilities:** * Manages projects from Ideation through to Commercial Launch
* Performs bench work to produce prototype samples of new products, develop and validate test methods, and set specification limits.
* Partners with Manufacturing and vendors to coordinate plant trials – inclusive of authoring testing procedures with cross functional input / scheduling / onsite support / material readiness.
* Analyzes data and make informed recommendations to maximize ROI of project portfolio.
* Specification development and coordination of gathering and reviewing documentation for certifying body approval (organic, kosher), NLEA and other regulatory requirements.
* Attends cross functional team meetings as needed to discuss project progress and associated timelines.
* Monitors and reports progress towards department goals.
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| SECTION 4 – EDUCATION & EXPERIENCE |
|  Experience (i.e. Relevant experience, Industry Experience, etc) | * Preferred 10 years in Consumer Packaging Goods Industry, ideally in high-volume food or consumer goods
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| Education  | * Bachelor's Degree in an Engineering, Food Science, or Life Science-related degree
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| Key Capabilities and Characteristics (Interpersonal skills, specific competencies, specific skills, etc) | * Highly organized with great attention to detail and able to adapt quickly to changing priorities and unexpected requests.
* An agile problem solver with demonstrated ability to simplify complex situations.
* Strong leadership, data presentation, and influencing skills
* Basic understanding in Design to Consumer Value principles
* Effective people management skills with 3 - 5 years’ experience leading technical teams.
* Strong written and verbal communication skills
* Interest and aptitude for exploring new technologies
* Able to leverage statistics in experimental design and data analysis.
* Able to conduct sensory assessments of critical product attributes
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