

|                                  |                                |                                   |  |
|----------------------------------|--------------------------------|-----------------------------------|--|
| Job title:<br>R&D Food Scientist | Job location:<br>Lost Hills    | Department:<br>Food Safety        | FLSA status:<br>Exempt                   |
| Job Code:                        | Reports to:<br>Priyank Tuliyan | Approved by:<br>Silvana Hernandez | Date of completion/revision:<br>9/3/2019 |



**SUMMARY OF POSITION**

Food Scientist position will support R&D projects related to new product development, existing product quality improvement initiatives, equipment validations, sensory and regulatory support. Position will work closely with cross-functional teams in Marketing, Sales, Operations, Regulatory, Quality, and external suppliers.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Provide technical support to cross-functional teams in Marketing, Sales, Operations, Regulatory, Quality, and external suppliers.
- Support formulation of new products and managing product development from ideation to commercialization, while meeting tight project timelines.
- Provide technical support and problem-solving support to operations to help improve product quality, food safety, and manufacturing productivity.
- Support validation testing across unit operations such as pasteurization and roasting.
- Lead regulatory activities like creating and verifying nutritional labels, working closely with WPA regulatory/legal team, and addressing nutrition related customer and consumer queries.
- Lead sensory program by designing, executing, analyzing, and reporting results and recommendations (descriptive analysis, shelf life testing, discrimination testing, and consumer research).
- Maintain accurate project files, specifications, and project data.
- Responsible for maintaining a safe and healthy work environment by adhering to established safety, health, and wellness practices.
- Ability to think creatively, deal with ambiguity, and manage changing priorities.
- Willingness to get hands on and provide customer service.
- Build successful relationships across many levels in the organization supporting improvement efforts.
- Must possess strong interpersonal and communication skills to work collaboratively with marketing and sales team members.

**SKILL REQUIREMENTS**

**Language skills**

- Excellent written and verbal communication skills are necessary.
- Ability to communicate and interact with all levels of the organization, including senior management, customers, consumers, and regulatory officials.

**QUALIFICATIONS EDUCATION and/or EXPERIENCE**

- BS or MS degree in related field such as Food Science/Food Engineering/Chemical Engineering/Nutrition preferred.
- Production experience preferred.

**CERTIFICATES, LICENSES, REGISTRATIONS**

- none

**PHYSICAL DEMANDS/WORK ENVIRONMENT**

- The employee must occasionally lift and/or move up to 50 pounds
- Specific vision abilities required by this job include close vision, color vision, and ability to adjust focus
- While performing the duties of this job, the employee is regularly exposed to moving mechanical parts and condensed work areas. The employee is also exposed to dust particles.
- The employee is occasionally exposed to extreme heat. The noise level in the work environment is usually loud. The dust levels in the work environment are usually high. (Safety protection will be provided)
- The employee may spend 50% or more of their work hours on the plant floor

*Check the frequency of activity required of the employee to perform the job.*

| Activity<br>(Hours per day)                            | Never<br>0 hours | Occasionally<br>up to 3 hours | Frequently<br>3 - 6 hours | Constantly<br>6 - 8+ hours |
|--|------------------|-------------------------------|---------------------------|----------------------------|
| Sitting  |                  |                               | ✓                         |                            |
| Walking  |                  |                               |                           | ✓                          |
| Standing   |                  |                               | ✓                         |                            |
| Bending (neck)   |                  | ✓                             |                           |                            |
| Bending (waist)  |                  | ✓                             |                           |                            |
| Squatting  |                  | ✓                             |                           |                            |
| Climbing   |                  | ✓                             |                           |                            |
| Kneeling   |                  | ✓                             |                           |                            |
| Crawling   |                  | ✓                             |                           |                            |
| Twisting (neck)  |                  | ✓                             |                           |                            |
| Twisting (waist)                                       |                  | ✓                             |                           |                            |
| Repetitive use of hand(s)                              |                  |                               | ✓                         |                            |
| Simple Grasping (right hand)                           |                  | ✓                             |                           |                            |
| Simple Grasping (left hand)                            |                  | ✓                             |                           |                            |
| Power Grasping (right hand)                            |                  | ✓                             |                           |                            |
| Power Grasping (left hand)                             |                  | ✓                             |                           |                            |
| Fine Manipulation (right hand)                         | ✓                |                               |                           |                            |
| Fine Manipulation (left hand)                          | ✓                |                               |                           |                            |
| Pushing & Pulling (right hand)                         | ✓                |                               |                           |                            |
| Pushing & Pulling (left hand)                          | ✓                |                               |                           |                            |
| Reaching (above shoulder level)                        | ✓                |                               |                           |                            |
| Reaching (below shoulder level)                        | ✓                |                               |                           |                            |
| Walking on uneven ground                               | ✓                |                               |                           |                            |
| Operation of foot controls or repetitive foot movement | ✓                |                               |                           |                            |
| Use of special visual or auditory protective equipment | ✓                |                               |                           |                            |

*Please indicate the daily Lifting and Carrying requirements of the job: Indicate the height the object is lifted from floor, table or overhead location and the distance the object is carried.*

|            | LIFTING        |                             |                       |                        | <i>Height</i> | CARRYING       |                             |                       |                        | <i>Distance</i> |
|------------|----------------|-----------------------------|-----------------------|------------------------|---------------|----------------|-----------------------------|-----------------------|------------------------|-----------------|
|            | Never<br>0 hrs | Occasionally<br>up to 3 hrs | Frequently<br>3-6 hrs | Constantly<br>6-8+ hrs |               | Never<br>0 hrs | Occasionally<br>up to 3 hrs | Frequently<br>3-6 hrs | Constantly<br>6-8+ hrs |                 |
| 0-10 lbs   | ✓              |                             |                       |                        |               | ✓              |                             |                       |                        |                 |
| 11-25 lbs  | ✓              |                             |                       |                        |               | ✓              |                             |                       |                        |                 |
| 26-50 lbs  | ✓              |                             |                       |                        |               | ✓              |                             |                       |                        |                 |
| 51-75 lbs  | ✓              |                             |                       |                        |               | ✓              |                             |                       |                        |                 |
| 76-100 lbs | ✓              |                             |                       |                        |               | ✓              |                             |                       |                        |                 |
| 100+ lbs   | ✓              |                             |                       |                        |               | ✓              |                             |                       |                        |                 |

The duties and responsibilities are essential job functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities. To perform this job successfully, the incumbent(s) will possess the skills, aptitudes, and abilities to perform each duty proficiently. The requirements listed in this document are the minimum levels required for this position. This document does not create an employment contract, implied or otherwise, other than an "at will" relationship.