



## **Position: Innovation Manager**

This position reports to the Chief Innovation Officer but will work very closely with many areas of the business. You must have a passion for food and have your finger on the pulse of food trends. Key responsibilities of this role include leading an R&D Team and managing the product development cycle from kickoff through launch, ensuring the product delivers on time, on budget, and tasting the way it was intended to. The successful candidate will have a strong aptitude in Food Science and be able to work cross-functionally across the organization.

## **Position Responsibilities:**

- Leading a small R&D Team from innovation through commercialization aligned with the company's strategic objectives
- Have ownership of projects from New Product Development (formula development), line extensions, reformulations, testing, packaging development, sourcing of materials, and managing the overall process
- Performs studies on new product concepts and creates reports and documentation required to record test results, develop recipes and create operational manuals/training
- Evaluate and make recommendations around ingredient use and processes
- Responsible for motivating the team and keeping the spirit of innovation alive both in New Product Development and process technology
- Developing annual innovation plans and managing through the stage-gate process
- Collaborate and act as liaison between Product Development, Quality, Engineering, Supply Chain and Operations during the commercialization process
- Responsible for recipe management and sign off of ingredients and procedures from respective departments
- Manage the library of recipes ensuring that it is consistently updated
- Responsible for managing and ensuring that data is up to date in GS1
- Work with Sales & Marketing teams to identify innovation strategies based on consumer insights and trends
- Identifying emerging trends and technology and how it can be used in our organization
- Integrate process expertise & knowledge into product development
- Conduct feasibility studies and implement improved processes
- Manage SR&ED claims and ensure that accurate records and documentation are being kept by the team

## **Hiring Criteria**

- Degree in Food Science, Food Technology, or equivalent
- 8-10 years of experience in food R&D or production in F&B industry
- Demonstrated leadership and project management skills
- Technical knowledge in food processing
- Knowledge of Cantonese/Mandarin an asset
- Must be proficient in MS Office



**Required experience & education:**

- A team player who is self-motivated and passionate, has a high sense of urgency, thrives with a wide variety of work and can deliver consistent results on multiple priorities.
- Highly developed written and verbal communication skills, including strong presentation skills
- Demonstrated leadership, ability to and comfort with taking initiative
- Strong qualitative and quantitative analytical abilities
- Excellent creative problem-solving competency
- Excellent organizational and decision-making abilities.
- Proven ability to influence external strategic customers, internal decision makers and stakeholders

Fine Choice Foods offers a competitive salary and benefits program. Interested applicants must apply directly via email to [jobs@finechoicefoods.com](mailto:jobs@finechoicefoods.com).

Fine Choice Foods is an equal opportunity employer that embraces diversity in the workplace and encourages applications from qualified women, men, visible minorities, aboriginal peoples, and persons with disabilities. We thank all applicants for their interest, but only those selected for an interview will be contacted.

**Location: Richmond, BC**