

Job Title: Director of Quality and Product Development
Reports to: President/CEO
Status: Full time/ Midwest based

Job Summary

The role of Director of Quality and Product Development is to set the long term vision and mission for the product quality and product development functions to guide the development of strategies for achieving the vision and mission, including knowledge base and development of technical expertise of the leadership, in both functional areas, ensuring continuity in our product quality and processes at all plant locations.

Specifically, the role will focus on setting product quality standards, guiding the product development process, liaising with sales and marketing functions on quality and new products, building relationships with customer's quality and product development functions and directing the efforts of the third party research facilities.

PRINCIPLE ACCOUNTABILITIES

Research and Development

- Direct and manage the R & D department
 - Partner with the sales teams to plan and develop new products as line extensions
 - In conjunction with finance, prepare costs for new products
 - Plan and develop re-formulations for cost savings, new flavors, customer requests
- Partner with marketing to obtain consumer insights for product trends and meet with sales, then research and plan accordingly
Develop expectations for the Product Development Manager and a process for managing this role for maximum business contribution

Corporate Quality

- Customer visits with the sales team
 - Participate in the monthly QA cuttings
 - Oversee the annual SQF, AIB, USDA, and audits
- Personally and directly interface with and build relationships with quality peers at key customer accounts through frequent and routine customer visits with the sales team
Actively partner with sales and marketing teams to develop new products and product line extensions that meet customer launch dates and estimated costs
Actively partner with marketing to obtain, evaluate and develop reactive strategies to consumer trends as they develop
- Develop expectations for timeliness, accuracy, and completeness of new product development process
 - Actively partner with customer relations in the research of complaints, evaluation of trends and reactive strategies to reduce or eliminate
 - Administer the State water samples and reports-monthly and annually
 - Drinking water and cooling water
 - Sara Tier II
 - Water Withdraw Reports

Coordinate with the Agriculture department to determine the scheduling of for 2 plants collectively (daily) partner with plant quality and manufacturing function to evaluate quality and production strategies at all locations

Plant Quality

- Provide guidance, direction and support for the three Quality departments
- Ensure consistency in quality processes and procedures
- Develop a formal product evaluation and reporting process (cutting) for all products produced and/or sold
- Develop a formal process for auditing quality assurance programs at all locations
- Provide high level direction and guidance to quality assurance programs at all locations, as necessary for achieving the quality mission and vision

MINIMUM REQUIREMENTS

Education and Training

College degree in Food Science, Thermal Processing, Food Process Engineering, Food Manufacturing Operations, Chemical

Engineering, and/or Industrial Management preferred
Certified in SQF, AIB, HAACP, USDA, FDA, OSHA

Knowledge, Skills, and Abilities

Proficient in the Microsoft Suite
Familiarity with AS 400 or BPCS

Experience

A minimum of ten years quality experience in a food processing plant
7 to 10 years of management experience, which includes supervising professional managers

SUPERVISORY RESPONSIBILITIES

Direct:

- 1 Product Development Manager
- 1 Research Scientist
- 1 Executive Assistant
- 2 Project Coordinators

Indirect:

- 3 QA Managers
- 1 Summer Intern and/or High School Intern