

**Name:**

**Department (and Section where appropriate): Rheology, Texture and Structure Team, Product Innovation Group**

**Grade:G4**

**Job Title: Rheology, Texture and Structure Team Lead**

**Immediate Line Manager (Job Title): Product Innovation Lead**

### **Job Purpose**

The Team Leader role is responsible for the managing and leading the Rheology, Texture and Structure (RTS) team within Campden BRI. In particular the effective utilisation of staff and resources/facilities in order to ensure, service/project delivery, financial performance of the Team, quality and technical excellence, operational efficiency, business development and safe working

### **Main Duties (including % of time spent)**

- Management of team processes including staff development, coaching and efficient utilisation (35%)
- Responsibility for business development strategy and thought leadership in the team and working with the Marketing and Sales teams to identify opportunities, including the generation of proposals for client work, as well as identifying new and expanded services to generate revenue (20%)
- Manage and undertake work on behalf of clients, including the provision of advice, writing of reports for contract and research projects (30%)
- Manage and deliver training courses (10%)
- Implement and maintain required systems of business management, working closely with the Group Lead (5%)

### **Knowledge, Skills & Experience**

- A PhD is preferable, with 5+ years industrial experience. BSc/MSc would be considered with demonstrable, relevant experience and competency as an alternative
- Experience of working with a core analytical area- Rheology, Viscometry, Texture Analysis, Structure imaging, within the food and drink industry
- Competence in team leadership and management of staff and resource utilisation.
- Strong written and verbal communication skills
- Commercial awareness relevant to consulting and sale of analytical services
- Scientifically credible

### **KEY TASKS & RESPONSIBILITIES**

#### **1. Communications**

- Proactive communication of information to both Group Lead and direct reports and across the wider business
- Interaction with clients, both internal and external, to generate new business, assist with problem solving and communicate complex information
- Ability to apply knowledge in new situations to solve complex issues
- Presentations to clients and wider audiences (i.e. conferences, seminars) of varying complexity to disseminate research findings as well as promote Campden BRI
- Able to write project proposals ranging in complexity and including multi-client research proposals such as those for Innovate UK and similar funding bodies
- Able to write complex project reports and translate findings for non-technical audience.

**2. Analytical Skills & Creativity**

- Ability to assimilate multiple information streams and opinions to make sound decisions / recommendations and offer a structured approach to problem solving.
- Consultancy with clients to identify and solve problems involving rheology and texture.
- Knowledge of measurement techniques for rheology and texture of foods and interpret results for clients.
- Knowledge of relevant methods for ingredients, processes and end products, and the ability to develop new methods as required.
- Contribute to ideas generation sessions.
- Able to identify growth areas for development of new services and instruments
- Able to develop, qualify and implement new methods and techniques using existing assets

**3. Management of Activities**

- Securing and managing projects effectively to achieve agreed objectives
- Accountable for overall management and execution of both projects owned by the team, and the team's contribution to projects owned by other departments
- Agreeing scope of projects with both clients and internal teams
- Managing resource within the team to ensure most effective use of staff time and resources
- Managing execution of projects, from short transactional analytical projects up to large, multiyear research projects

**4. Management of People**

Associate Director – Group Lead - **JOB HOLDER** – 4 direct reports

- 4 direct reports with an aspiration to grow the team longer term.
- Responsible for team development to include annual appraisals

**5. Management of Finance & Resources**

- Responsible for delivery of projects in accordance with budgetary constraints
- Ability to balance longer term objectives and deliver against shorter term deadlines with variable notice periods
- Responsible for delivery of annual team income target

**6. Autonomy & Accountability**

- Working primarily under the supervision of the Group Lead but with general autonomy for decisions based on project-related and client-based activities within the team.
- Accountable for team performance in relation to financial, technical and service delivery / quality.
- Accountable for the development of junior staff
- Taking initiatives for continuous improvement
- Working closely with Marketing and Sales teams to develop the area
- Acknowledged role as lead specialist in rheology, texture and structure of foods, giving authoritative guidance/advice to clients and colleagues

**7. Working Environment**

- Primarily based at Campden BRI (Chipping Campden site) but with some requirement to travel in the UK to conduct trials and consultancy in factories. Some of these trips will involve overnight stays.
- Requirement to undertake activities in processing environments and specialised laboratories.
- Wearing of PPE for some tasks will be required at Campden BRI and when off site at client sites.

**8. Other designated job roles** (Please tick those applicable)

- Quality Co-ordinator
- Safety Co-ordinator
- First Aider
- First Aid Leader
- Mental Health First Aider
- Fire Officer
- Fire Leader
- Software Co-ordinator
- Trained internal Auditor
- Equipment Officer
- Departmental Archivist
- Hygiene Manager
- Process Hall Manager
- Event Director
- Risk Assessor
- Biological Safety Officer
- Safety Representative
- Safety Committee Member
- Sample Receipt Steward
- Authorised Driver (in line with Car Policy) x

**DSE User** x

**Manual Handler**

**Signed & Dated**

Job Holder ..... Date .....

Line Manager ..... Date .....