Name:

Department (and Section where appropriate): Technology - Product Innovation

Grade: G3

Job Title: Senior Bakery Scientist

Immediate Line Manager (Job Title): Product Innovation Lead

**Job Purpose**

To lead and develop the relationship building with key cereal and bakery focused clients, both internal and external. Through client contact & extensive research develop an understanding of individual clients needs to provide tailored and robust research to provide scientific solutions to demanding challenges. Generation of project proposals, management of projects and delivering the required outputs. Presentations to clients will be important for project work, training courses and client meetings. The role will require contact with a broad range of clients (including industry, government and academia), from practical through to senior managerial. The individual must be credible with peer groups outside of Campden BRI as demonstrated by attendance and presentation at conferences and/or working parties.

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

- Lead the cereal related and bakery science work on behalf of clients to include proposal generation (40%)
- Identify new business opportunities (20%)
- Idea generation for bakery science and research (15%)
- Write reports for contract and research projects (20%)
- Provide bakery science related advice to clients (5%)

**Knowledge, Skills & Experience**

- A degree in food science/technology.
- PhD in food science with a focus on development of analytical methods, experimental design, execution, statistical analysis, scientific writing, project management, and presenting at conferences.
- Proven competence of working in food research with a cereal/bakery focus.
- Experience in using instrumental techniques to investigate raw materials or product properties.
- Experience in data analysis from the above and familiarity with statistical analysis techniques required.
- Good communication and organisational skills for holding discussions with staff and clients.
- Able to work on a number of projects simultaneously to agreed deadlines.
- Project management skills.
- Able to write reports of varying length and complexity.
- Experience in Innovate UK projects preferable.

**KEY TASKS & RESPONSIBILITIES**

1. **Communications**

   - Proactive communication of information to Product and Process Innovation Leads, Ambassadors and team members.
   - Networking with a range of clients (including industry, government and academia), from practical through to senior managerial.
   - Good communication skills for holding discussions with staff and clients, to generate project proposals, discuss findings and write coherent reports.
   - Presentations to clients (e.g. MIGs, conferences, private) to generate new business.
   - Training course presentations on baking and cereal processing subjects.
   - Ability to apply knowledge in new situations.
   - Able to write reports of varying length and complexity.
   - 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 manage projects of size from single client projects up to collaborative projects lasting several years.
   - Knowledge transfer & mentoring to bakery team members.
2. Analytical Skills & Creativity
   - Ability to assimilate information streams and opinions to make sound decisions / recommendations and offer a structured approach to problem solving.
   - Data generation & analysis
   - Analysis of financial, business and technical information and development of plans based on these inputs.
   - Consultancy with clients to identify and solve cereal focused problems.
   - Knowledge of cereal & baking science, of relevant test methods for ingredients, processes and end products, and how Campden BRI can provide a service for clients.
   - Demonstrate creative and innovative skills, contribute to ideas generation sessions.
   - Ability to balance longer term objectives and deliver against shorter term deadlines with variable notice periods.

3. Management of Activities
   - Delivery against financial and technical targets.
   - Manage several projects, possibly including those involving more than one department (also external suppliers of contract work).
   - Follow appropriate business management procedures in all aspects of work.

4. Management of People
   - Associate Director – Product Development Lead - JOB HOLDER.
     - Likely to manage projects on varying size and so staff management is an important aspect of role.
     - Management of students will be required on occasion.
     - Possible people management in the future.

5. Management of Finance & Resources
   - Project spend accountability.
   - Competent in managing resources to deliver against agreed project outputs.
   - Responsible for generation of income that contributes to the department income of approximately £1.7m.

6. Autonomy & Accountability
   - Working independently or part of a team with autonomy for decisions based on project-related and client-based activities.
   - Has a duty to instigate new areas of business for the department.
   - Has specialist knowledge in cereal & bakery science and would advise others (both internal and external).
   - Ability to work on own initiative and take responsibility for results of own projects (costs and technical).
   - Responsible for implementation and management of corporate activities and legal requirements.

7. Working Environment
   - Primarily based at Campden BRI (Chipping Campden site) but with likely requirement to travel in the UK as well as abroad for business development purposes as well as 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)
   - Event Director - may be required as the role evolves.
   - Authorised Driver (in line with Car Policy)

Signed & Dated

Job Holder

Line Manager

DSE User

Manual Handler