



Job Title:	Principal Scientist	Job Category:	R&D
Location:	Springfield, MO	Experience Required:	8 years
Salary Range:	DOE	Position Type:	Direct Placement

Applications Accepted By:

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Subject Line:
 Principal Scientist – Springfield, MO

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 Catalyst Innovative Solutions
 3336 West Stonybrook Dr
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Job Description

Job Title

Principal Scientist, Co-Drying & Dry Blending

Description

General Purpose:

Responsible for the development of co-dried and dry blended dairy/dairy flavors for food and dairy industries from concept/opportunity through commercialization (at the customer). This person will be relied upon as an expert related to co-drying and dry blending including dairy science research, innovation, development, applications; relating to new product/solution development; but also, for formulation cost-out opportunities, process improvements, new technology scouting. Key driver of organic growth through monetization of the opportunity and innovation pipeline.

Job Duties and Responsibilities:

Specific to Strategy:

Research dairy science, food science and equipment for the purpose of innovating new technologies and the development of intellectual property (IP) for the company.

Develop new wet and dry dairy systems, dairy flavors, dairy emulsions and solutions using our plethora of ingredient options and manufacturing capabilities

Utilizing our expansive drying (and dry blending) network and capabilities to enhance the value of our dried dairy products using a “what can we do with what we have?” mentality.

Work with engineering and process technology to continuously expand our drying, dry blending, and agglomeration capabilities through discovery of new tech, equipment/process modification, and formulation

Reformulate products as appropriate to reduce cost including building least cost/flexible formulation models encompassing of the fluctuation commodity markets and raw material availability

Perform applications testing simulating the customer's end-use to ensure the products developed exceed the customer's expectations for taste, functionality, and nutrition

Utilize sensory science tools, available in the Innovation Center, to give data points to the customer demonstrating expectations are met/exceeded

Perform pilot plant testing to ensure a successful scale-up for our manufacturing and ultimately the end customer

Drive the commercialization of new products by partnering with the process technology team in the plants

Support the customer in scale up and commercialization to ensure our people and products are part of the scale up and launch

Effectively operate all pilot plant equipment required to properly scale-up and test in application

Develop effective concepts for benchtop sessions, in partnership with sales and marketing, to generate wins with customers

Support sales in determining customer needs, problems, insights, and strategy that would ultimately require a company solution

Proactively initiate action plans to develop the solutions and capabilities

Inspire and excite customers through demonstration of unique new products and applications that are relevant to their consumers

Partner with sales to understand customer's future needs, their brands, and strategies to anticipate new areas of capability development and innovative ideas for end use categories

Provide technical and applications expertise to support the customer

Drive opportunities to commercialization internally and close with the customer

Co-create and effectively utilize the product lifecycle management (PLM) process and adhere to the Scientific Development Standards Process, including version control, development notes and documented learnings

Effectively utilize CRM (Salesforce.com) as a tool to manage status of the opportunities, project milestones in the pipeline and track KPIs related to the opportunity pipeline continually improving our

R&D service to customers, ultimately leading to faster speed-to-market driving increased customer connectivity.

Collaborate with and influence technical sales, customer support and other stakeholders to “solve for yes”

Contribute to technical content and review presentations for sales and marketing

Provide effective, timely and relevant reporting to leadership

Apply strong knowledge of the company’s capabilities – including understanding the functional and technical aspects of the products and how our capabilities differentiate us from others in the industry

Demonstrate a “never stop learning” mindset and influence others to adopt this mindset

The requirements herein are intended to describe the general nature and level of work performed by employee, but is not a complete list of responsibilities, duties, and skills required. Other duties may be assigned as required

Location

Springfield, Missouri

Requirements

Minimum Requirements:

Education and Experience

B.S. Degree in food, dairy or biological science related discipline

Masters or PHD desirable

8+ years of industry experience in R&D

Proven career advancement in dairy flavors, natural, process and cheese sauces and products

Demonstrated staff leadership attributes or staff management experience

Proven successful track record in new product development with multiple examples of commercialized products/solutions directly or under your leadership

Desired areas of expertise:

Co-drying and dry blending combinations of dairy, dairy flavors, seasonings, flavors, colors, and other ingredients

Seasoning and flavor development

Agglomeration and instantization of powders

Dairy science Knowledge, Skills and Abilities

Food safety programs and food safety by design

Food regulatory & labeling laws including both: USDA & FDA

Strong leadership and team building abilities

Exceptional communication skills

Ability to solve complex customer demands and problems

Self-driven and committed to hands on work habits

Ability to initiate, drive and adapt to change

Ability to balance heavy workload and manage multiple tasks

Must have the ability and capability to interact and communicate with the most senior levels of the organization

Able to read, write, and speak English

Travel:

15%-25% (1-2 times per quarter)

An Equal Opportunity Employer

Catalyst Innovation Solutions

949-825-5941