

R&D MANAGER

ROLE

We're seeking a food-loving and motivated R&D Manager who enjoys connecting insights with market opportunities and can help us expand our portfolio of artisanal, healthy products. As our R&D Manager, you'll be leading the processes of researching, planning, coordinating, and scaling new product development to production; overseeing product quality improvement while identifying new opportunities for the brand. First and foremost, this is a hands-on position. Reporting to our Head of Quality, you'll be responsible for:

- Developing new formulas from concept to commercialization, working with your knowledge of processes, equipment, and environment on ingredients and formulas.
- Collaborating with a cross-functional team across QA, Sales, Marketing and Operations to formulate new products that meet the growth, quality and cost objectives of the business.

Location: La Tourangelle Warehouse and Bottling Facility, Woodland, CA

RESPONSIBILITIES

- Create Innovation program for the R&D Team.
- Act as the single point of ownership for all new product innovation projects.
- Develop differentiated products of unrivaled taste, quality, creativity, and innovation within our current categories, as well as in new categories.
- Work with the Marketing team in the research of new market trends.
- Identify and complete technical study of ingredients, suppliers relevant to meeting project objectives and company standards . Partner with Procurement and QA teams to research and qualify suppliers
- Apply expertise to create new product opportunities and to overcome obstacles in new product design.
- Create new product designs based on Market needs, New Technology, Raw Materials, and Manufacturing Capabilities.
- Manage the technical leadership and development of new products and processes from concept to commercialization.
- Demonstrate technical ownership of all projects and products.
- Provide manufacturing support in pilot batching and scale-ups.
- Act as the primary plant technical point person for new products and/or test runs. Coordinates new project work with the management team.
- Think independently to define problems, collect data, establish facts, and draw valid conclusions.
- Maintain current knowledge of trends and changes affecting food safety and develop and recommend appropriate program changes to ensure governmental compliance.
- Manage a complete approach to product development, including consumer testing, ingredient selection, defining critical attributes, developing processing parameters, and final transition to Manufacturing.
- Work on multiple food development projects, both new products and improvements of current products,
- Proactively anticipate product and process challenges, provide creative solutions using sound scientific techniques and data-based decision making to solve challenges in development and commercialization
- Work closely with other departments (Operations, Maintenance, Quality, Purchasing) to determine equipment, materials and processes necessary to produce products to maximize capacity and optimize quality and differentiation.

- Assure technically sound sensory panels are conducted for product development, shelf-life studies, improving/maintaining present products and competitive testing
- Identify and make recommendations for process improvements
- Survey the market and evaluate competitive products in the marketplace to determine market opportunities for new products and application recommendations for current products
- Provide raw material information and formula to regulatory personnel to create nutritional and products analysis, and nutritional fact panels

REQUIREMENTS

- Bachelors degree with emphasis in Food Science/Technology or applicable field
- 3 - 5 years of product development experience (Natural Foods space preferred)
- Passionate about natural food products. Culinary mindset a plus
- Prior experiencing with New Product Development / Commercialization
- Familiarity with alternative plant-based ingredients a plus
- Proven leadership and interpersonal skills
- Strong verbal and written communication skills.
- Ability to prioritize decisions and actions using problem solving and creative thinking approaches.
- Strong implementation and execution skills.General business acumen
- Highly organized with strong, proven project management skills
- Basic PC applications and Microsoft Office Skills.

ABOUT LA TOURANGELLE

La Tourangelle (la-tour-an-gel) is a family producer of high quality, delicious artisan oils and salad dressings that inspire people to cook, create and unleash their inner chef. Steeped in the oil making tradition of France's Loire Valley, La Tourangelle's purpose is artisanship and pursuit of exceptional taste with uncompromising nutritional benefits to improve the health, flavor and lives of our customers and our families. Our products are sold in over 20,000 stores in the US and Canada and include retailers such as Whole Foods Markets, Amazon.com, Albertsons/Safeway, and Kroger.

BEHAVIORS WE VALUE

- Take initiative
- Take ownership
- Be results-driven
- Be curious
- Stretch your limits
- Be collaborative
- Make decisions based on facts
- Show respect for all
- Face challenges with optimism
- Bring your authentic self

JOINING THE TEAM

We are a team of explorers and builders who stand behind the authenticity and quality of our craft. We welcome applications from individuals who share our drive for bringing the best and most nutritious natural food products to the world by pairing innovation with artisan excellence. Opportunities for growth within our organization are abundant, and we offer medical benefits, HSA, life insurance, and 401K.