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| **Logo  Description automatically generated** | | **TRUITT BROS. INC.**  **Parent Company Baxters Food Group** | | |
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| **JOB TITLE:** | Senior Food Scientist | | | |
| **DEPARTMENT:** | Technical Services | | **SUB-DEPARTMENT:** | Product Development |
| **REPORTS TO:** | Product Development Manager | | **LOCATION:** | Salem, OR |
| **EXEMPT:** | Yes | | **JOB TYPE:** | Full Time |

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| **SUMMARY:** |
| This position is in the Product Development team. It includes responsibilities for maintenance and renovation of our current customer portfolio as well as designing new products. The position requires partnering strongly with external customers as well as internal cross-functional teams in Procurement, Operations, Sales, Business Development, Quality, and Thermal Processing in the development and commercialization of products.  The individual must possess a strong knowledge of technical principles and must be self-motivated, proactive, demonstrate initiative, and think critically.  As a Senior Food Scientist, you will be involved with a project from conception to benchtop development and finally commercialization through implementation. |

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| **KEY RESPONSIBILITIES:** |
| * Develop products based on customer provided guidelines, including but not limited to USDA labeling, organic, nutritional restrictions, allergen free, and cost restraints. * Document and maintain organized, detailed records of laboratory formulation variables and data analysis. * Designs laboratory and confirmation (scale-up) experiments that examine the operational and formulation variables that impact key product attributes such as taste, appearance, texture, etc. * Lead line trials to ensure knowledge transfer and adherence of quality from the lab to industrial scale-up, collaborating with industrial partners as needed. Plan, coordinate, document, and report on test runs and results. * Provide product information and technical support to customers. * Create Nutrition Facts Panels (NFP) and ingredient statements with limited guidance from Regulatory Specialist. Provide customer with options based on regulations. * Contribute to the development of project timelines. * Partner with cross-functional teams to identify and execute new opportunities, improvements, and solve technical challenges for internal and external customers. * Provide guidance to lab personnel and junior scientists on technical formulation requirements, specification development, data collection, and procedures. * Oversees the creation and approves specifications as required for new/revised SKUs. * Work with vendors to source raw materials as well as collect, organize, and help establish supplier specifications * Participate in cuttings of your own products, fellow food scientist’s products, production quality cuttings, and competitive products. * Develops and improves knowledge of operating systems, product standards, raw materials, and suppliers. * Advanced working knowledge of an R&D organization, including product development flow and project management from conception to product launch. * Other duties as assigned. |

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| **ABILITIES & SKILLS:** |
| * Extensive knowledge of ingredients and food systems. * Advanced knowledge of regulatory and labeling. * Understand product requirements, plant equipment, and processes to enable the creation of detailed procedures and specifications. * Interprets customers’ requests and needs. * Provide judgment and experience to assure that an appropriate level of technical common sense and discipline are being employed and utilized in business decisions. * Excellent problem-solving skills to determine the root cause problem, with guidance, and execute effectively on solutions. Ability to define problems, collect and interpret data, draw valid conclusions, and propose solutions. * Must be proficient in presenting ideas and solutions in technical reports, proposals and presentations, with the ability to effectively communicate complex technical information to customers. * Effective team player, willing to contribute in a wide variety of areas. Ability to interface well and collaborate with cross-functional teams, customers, and suppliers. * Push the boundaries of current, and future products, thinking outside of the box to help create new products. * Must be self-motivated, proactive, demonstrate initiative, and think critically. * Demonstrate willingness for continued learning. * Demonstrate strong organizational and planning skills to manage multiple projects simultaneously. * Ability to work in fast paced environment and adaptable to change. * Operation of lab equipment, including but not limited to, pH meter, moisture analyzer, stove, scales, Brix meter, and Bostwick consistometer. |

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| **QUALIFICATIONS:** |
| * B.S. degree in Food Science required with minimum 7 years of experience in product development, process development, or similar experience in food related industry. M.S. or higher in Science field preferred. * Prefer experience in factory environment, scaling from benchtop development to commercialization. * Experience in savory flavor applications (i.e. sauce, soups, and side dishes) a plus. * Strong computer skills: Microsoft Office applications, experience with Genesis and SAP a plus. * Excellent communication skills – interpersonal, oral, and written. * Occasional travel required (10-15%) |

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| **WORKING CONDITIONS & REQUIREMENTS:** |
| Work is performed during the day in a laboratory, production, or office environment. Work must be done on site.  The noise level in the work area ranges from quiet to loud. While performing the duties of this job, the employee may be regularly required to stand, reach with hands/arms, and occasionally lift or move up to 40 pounds.  Full time, generally five-day, 40-hour work week with the rare occasion of travel or production support on weekends or evenings to support project trials and production based on business needs.  Candidates are required to pass a drug test prior to beginning employment.  Candidates should be prepared to submit 3-5 contacts for professional references. |

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| **ABOUT TRUITT BROS. INC & BAXTERS FOOD GROUP:** |
| Truitt Bros. Inc. is now doing business as Baxters North America. We are a leading contract manufacturer of shelf-stable, thermally processed foods. We are an industry innovator, providing high-quality customized products to a wide variety of food companies across the nation and globe – from start-ups entering the market to the world’s largest brands, to healthcare facilities and private label retailers.  [www.truittbros.com](http://www.truittbros.com)  www.Baxters.com |

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| **APPLY:** |
| Send cover letter and resume to [dameieons@truittbros.com](mailto:dameieons@truittbros.com) and [lauraj@truittbros.com](mailto:lauraj@truittbros.com) |