



Job title	<i>Research and Development Leader</i>
Reports to	<i>Operations Manager</i>

Position Summary

The role of the Research and Development Leader is to facilitate and lead the innovation and execution of internal and external products/projects. You will be relied on for your sense of creativity, but also for your dedication to strict project timelines. In this role you will need to leverage outside vendors, customers, manufacturing, and sales to launch and execute projects.

Duties and Responsibilities

- Develop strategic and creative new products by working with key business stakeholders.
- Help prioritize what projects or products the business should invest in and when.
- Monitor project status and execution, report timely updates via dashboards, email, and project templates.
- Develop agendas, minutes, metrics, etc. for the team.
- Develop and rationalize ideas for innovation including but not limited to
 - Products
 - Creative connections consumers, retailers, suppliers, equipment designers, manufacturers, and integrators
- Conduct market research and evaluate data to best understand consumer and customer demands.
- Understand and execute customer expectations on to-be manufactured product.
- Establish project goals and priorities by collaborating with Marketing and Operations.
- Transfer new technologies, products, and manufacturing process into and out of the company.
- Document all phases of research and development.
- Manage customer relationships, customer visits, and product testing.
- Lead cross-functional project teams to drive project from initiation to product launch.
- Guide project team activities to meet project and business objectives including approval of project, deliverables, and project milestones.

Disclaimer

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.

Qualifications

- Sound analytical skills and financial knowledge.
- 360° view (sourcing, marketing, manufacturing, commercial, sales)
- Proven ability to communicate upwards along with strong impact and influencing skills to shape the business and inspire others.

- Food Science/Culinary background with go to market success
- Proven credentials
- Insights and data driven, with an integrated approach
- Demonstrated leadership skills and experience in successful management of complex project teams.
- Proven skills in project management and execution.
- Proven ability to demonstrate strong decision making and problem-solving skills.
- 5 years leading R&D efforts for a medium to large enterprise in the food industry, with pilot plant experience.
- 5 years of experience leading a high-performing team, coaching others, and managing one or more direct reports.
- Creative- right/left brain that can identify trends
- Bachelor's degree in business, engineering or a related field of study, or 10 or more years of related and demonstrated experience and training.

Benefits

ReResear

- 401K
- Vacation
- Insurance (Health, Dental Vision)
- Bonus Plan
- Partial Gym Membership

Why Hudsonville?

Here at Hudsonville, we offer a first-class work environment with a real family feel. We appreciate and recognize the hard work, and dedication of our team members. We firmly believe that our employees fiscal, physical, and mental health are essential elements to our organization's overall success. It is with this philosophy in mind that we offer a competitive wage and benefits package that starts day one. Moreover, Hudsonville is committed to its team members continual growth and development.

Approved by:	
Date approved:	
Reviewed:	<i>January 13, 2021</i>