



Job title	<i>Research and Development Co-Op</i>
Reports to	<i>Research and Development Leader</i>

R& D Co-Op Position Summary

We are pursuing **creative** and **energetic** students who can bring fresh perspectives to Hudsonville Ice Cream’s existing projects and processes. Specifically, we have a six-month co-op position (40 hours per week) available in our Research & Development team at our headquarters in Holland, MI, just outside of Grand Rapids, MI. Students will work alongside team members on critical project initiatives. Team members will provide students with mentorship and will help them develop key skills that will benefit them over the course of their careers.

We are looking for someone that naturally lives out the core values of Hudsonville Ice Cream:

- **Attitude:** At Hudsonville, we challenge ourselves to be better and encourage those around us to do so too. This starts with an emphasis on attitude. We aim to approach each day with optimism, positivity and gratitude and commit to believing the best about others. If your attitude elevates and inspires those around you, you’ll do well here.
- **Urgency:** At Hudsonville, we value tempo when it comes to executing plans and tasks. If we can do something now, we don’t put it off for later. We seek to solve problems in real time, to address issues as they arise. We are people of focus and drive. We aim to exceed expectations and quickly re-prioritize our efforts when new information becomes available.
- **Cleanliness:** Yes, that’s one of our defining values. We believe excellence starts with the details. Our dedication to clean communicates our commitment to excellence. Cleanliness declares our sense of Hudsonville pride; we are confident in who we are, what we create and how we work.
- **Generosity:** As a team, we are committed to generosity. We want to be generous with our time, our energy, our encouragement, our expertise and our resources. If someone can use our help, we jump in to serve. In a world where we’re often tempted to leverage our resources for our own personal gain, we choose to be open-handed.
- **Curiosity:** We believe there is always more to learn about: ourselves, each other, business, leadership, manufacturing, and the craft of making ice cream. We believe each day provides a chance to reflect, a moment where we pause to observe, inquire and re-direct. Curiosity stretches our thinking and sparks our initiative.
- **Humility:** We believe no task is above or below anyone’s position at Hudsonville. We lay aside all egos and are willing to get in the trenches whenever and wherever needed.

R&D Co-Op Qualifications

- Candidates must be lawfully authorized to work in the U.S upon application.
- Full-time undergraduate or graduate students enrolled in a Food Science or related program (Culinary Arts, Chemistry, Biology, Chemical Engineering, etc.).
- Willing to get your hands dirty.



- Candidates must demonstrate an ability to learn quickly, work well independently and in a team environment, and can manage multiple projects and tasks.
- Minimum GPA of 3.0 or higher preferred.
- Available to work 40 hours per week (M-F 8am-5pm).

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.

R & D Co-Op Duties and Responsibilities

1. Conduct product development of bench top prototypes in kitchen and commercialization scale-ups in pilot plant.
2. Uncover potential solutions to technical challenges through the application of experimental designs and data analysis.
3. Participate in and lead product tastings. Effectively collaborate with immediate and cross-functional team members.

Physical Requirements

Regularly required to stand at least 9 hours, walk, bend, and use both hands for repetitive grasping, and lifting.

Why Hudsonville Ice Cream?

At Hudsonville Ice Cream, 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 employee's 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 Ice Cream is committed to its team members continual growth and development.