

Carmichael Fisher

Assignment Specification

RD&A Director Sensory and Consumer Product
Research



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Group USPs

- Multinational with a global presence. Revenue over Euros 6 Bn. More than 25,000 employees, including 900+ in R&D across the globe.
- Number 5 food and nutritional company globally
- Looking to double in size by 2025
- The Health & Nutrition business is doubling in size to a billion dollar business (within the next year or so)
- The organization looks to promote from within (Former CEO, SVP Ops, CTO, Presidents, etc.) who all came in as interns and worked their way up into their roles
- Leadership team that takes buy-in and feedback at all levels
- Strong belief that a leader's job is to take care of their employees and do the right thing for their employees
- Very collaborative and inclusive environment (not cut-throat or political).

Challenges and Areas of improvement

- Start up feel (lacks technology and structure). The business is not structured as a big multinational. It requires autonomy, adaptability and flexibility
- The business can be sometimes overly collaborative which can slow down process for change
- Matrixed environment and silos within certain functions ("we are working diligently to break those down")



About the role

The Director of Sensory and Consumer Product Research reports to the Vice President of SCPR, Analytical and Innovation. The SCPR Director develops the strategy for the department and executes it to deliver great tasting and nutritious products for the Group customers. She/he integrates both descriptive and consumer techniques across a variety of product categories, technology platforms and strategic initiatives to grow the business. She/he will provide technical expertise in all areas of Sensory, Consumer Science, and Statistics and broadly contributes to the Business Leadership Team.

People management skills include developing and leading a team of up to 10 Sensory Scientists and support staff. Responsible for talent management, staff development programs and training, participating in goal setting engagement of employees across the business, prioritizing projects, etc.

The position is based in Beloit, Wisconsin.

Key Responsibilities

- Applies sound, scientific practices and techniques to all phases of sensory and consumer testing in order to generate sound sensory data which the project team can use to make better business decisions and drive project success.
- Works with project teams to identify opportunities where sensory and consumer product testing can be used most efficiently and effectively. Must be able to effectively lead, prioritize work and empower teams.
- Recommends clear actionable objectives and the test methodology to be used to answer these objectives. Knowledgeable in identifying product insights, drawing conclusions and communicating recommendations & next steps to the project team and strategic players.
- Collaborates with Marketing Insights, Strategic Marketing and provides technical expertise to a wide range of sensory RD&A to ensure that any consumer product research conducted externally is in line with business priorities.
- Manage and maintain an external descriptive panel.
- Provides technical expertise to a wide range of Sensory Analysis and Consumer Product Research projects through the use of discrimination, descriptive and consumer techniques; statistical analysis and their applications.
- Champions the Group Evaluation Culture; encourages including consumers early and throughout the development cycle and the use of Designed of Experiments to speed up projects.
- Contributes to functional basic research projects including methodology development, training initiatives, alternative and creative ways to present statistical data, etc.
- Stay current on applicable new methodology, technology, and industry trends and implement new methods, statistical procedures, etc. into program.



Credentials

- Management training and experience leading up to 10 direct reports. Experience conducting performance evaluations, motivating staff, instructing, coaching and mentoring; priority setting, etc.
- Strong background in Sensory, Statistics, Consumer Science, Food Science, etc.
- Ability to drive continuous improvement and change management initiatives.
- Problem solving and complaint resolution.
- Generate proposals and presentations for upper management, customers, internal clients.
- Ability to work with cross-functional teams at multi levels within the organization.
- Excellent interpersonal, communication, coaching and conflict management skills.
- Building high performing and effective teams.
- Relevant experience in sensory analysis and consumer product research including a working knowledge of a wide range of sensory and consumer techniques; statistical analysis and their applications.

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Project Lead



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