Associate Principal Scientist (Ingredient Research, Flavour Research team)

The Flavour Research team within Ingredient Research undertakes a wide range of projects to study the flavour of key Mondelez products and brands through the understanding of flavour generation, flavour release and flavour perception and how flavour is impacted by ingredients, recipes and processing, as well as optimising the use of flavourings and applying new flavour technologies.

The Flavour Research team consist of approx. 10 colleagues. This team is part of a wider global Ingredient Research organisation of approx. 60 persons.

The holder of this position has sound scientific knowledge in flavour science especially in flavour generation in food incl. the understanding of maillard reaction and bioconversion to flavour formation and leads the execution of technical projects aimed to deliver step-change innovation to Mondelez. As part of a team based in the UK and US and with minimum guidance, the individual creates research plans and lead their execution with support from the Global Ingredient Research team and external partners. They contribute to the growth strategy of Mondelēz International by delivering fundamental understanding as well recommending relevant solutions to drive business.

This role is based at Singapore and will be closely linked with the UK, Reading site and the US, East Hanover site.

PRIMARY ACCOUNTABILITIES/RESPONSIBILITIES:

1. Technical
   - Understand ingredient properties and manipulate/improve the functionality in such a way that the growth strategy of Mondelēz International will be fulfilled.
   - Interpret data, findings or results and define subsequent steps while demonstrating sound scientific know-how and capability to link findings to business objectives.
   - Lead the formulation of hypotheses and design solid experimental plans to prove these, conduct appropriate testing, gather and analyse data.
   - Formulate recommendations so that results can be used and implemented.
   - Be the technical lead for project tracks run by Ingredient Research in the area of Flavour Sciences to include recipe and technology design.

2. Operational
   - Lead several projects or multiple project tracks. Multiple projects typically span two categories or more. Projects focus on Mondelēz International priority new technologies typically delivering savings/additional revenue of $10M and involve leading cross functional teams or supporting ambitious growth plans in developing markets.
   - Guide the work planning of junior team members and supervise the technical content of their day-to-day work.
   - Assist in the production of samples for analysis or consumer testing using kitchen- and pilot-scale manufacturing equipment.
3. Communication

- Update and communicate progress and results to platform manager or other relevant stakeholders. Effectively structure and present status updates / proposals to influence partners or share with higher management.
- Collaborate effectively with colleagues in the Global Research and Global Categories to ensure that timescales and other requirements are met.
- Build and manage internal relationships with peers and other technical specialists in R&D.
- Create an external network with relevant suppliers and academia. Be informed of external developments through professional networks, associations and recent technical literature.
- Deliver results and interpretation, draw conclusions with business relevant recommendations at review meetings and write technical memos and author technical reports and IDF's (where necessary).

4. External Collaboration

- Closely monitor scientific developments within the field of expertise through e.g. involvement in external scientific institutions, government bodies & industry relevant committees.
- Liaising with university and external research bodies internationally on dedicated research programs, ensuring work compliance to Mondelez standards of excellence and results

5. QEHS

- Work to the highest standards of safety and quality by ensuring that appropriate COSHH, risk assessments and SOPs are read before starting work. Ensure training records and other required documents are accurate.
- Help maintain a clean, tidy and safe working environment. Work to the highest standards of safety and quality by ensuring that appropriate COSHH, risk assessments and SOPs are read before starting work. Help maintain a clean, tidy and safe working environment. Ensure training records are accurate.

6. Compliance

- Know the legal and compliance responsibilities of the position; raise questions and concerns when faced with, or you learn of, an ethical or compliance issue; apply integrity in all aspects of professional conduct.

JOB REQUIREMENTS:

1. Knowledge

- Educated to Degree / HNC level in a relevant scientific discipline or relevant experience
- PhD
- 5+ years of experience in Flavour Research. Proven track record of scientific/technical achievements relevant for position.

2. Skills/Leadership Competencies

- Ability to work independently and problem solve with demonstrated idea and technical leadership skills.
• Clear communication, written and verbal and proven track record of presenting research projects or other scientific data at seminars & other scientific symposia.
• Scientific rationalisation of complex analytical data to providing practical technical solutions
• Excellent organizational skills, including time management and priority setting.
• Driven to work in a science driven organisation.
• Strong networking, influencing & cross-selling skills, ability to develop constructive relationships.
• High degree of autonomy
• Ability to apply scientific understanding to experiment planning (formulating hypothesis) and analysis of results (validation of results against hypothesis).

3. Experience

• Relevant experience or demonstrated knowledge of flavour generation through maillard reaction and/or bioconversion
• Demonstrated experience of practical application of theory in Food.
• Proven ability to lead projects
• Previous experience in a FMCG environment.
• Practical research experience in industry.

Please send your resume to: Teejay.Calderon@mdlz.com