ABOUT THE JOB

Research and Development Managers are responsible for ensuring all of the organization’s research and development activities meet requirements. They determine the need to revise food safe practices, and/or design and integrate new food safe practices into the organization’s policies and procedures.

Research and Development Managers perform product development planning to align with organizational goals and objectives, like new product development or expansion of production lines. They set the goals/targets, overall budgets, and laboratory facilities maintenance and expansion plans for their department. As well, they provide input into HR and facility/equipment expansion, contraction and replacement planning as part of a management team, which includes managers or executives from other departments.

Research and Development Managers are accountable for the performance of their entire team or department, as well as their own individual performance, to the organization and the organization’s customers.

EDUCATION & TRAINING

- A bachelor’s degree in Food Science preferred, or a related post-secondary degree/diploma
- Experience with product development will be preferred

SALARIES AND BENEFITS

- Wages depend on job requirements, work conditions, and can vary between regions.
- Wages can range from $50,000 to $116,000 annually.
- Research and Development Managers generally offer full-time employment, opportunities for overtime and comprehensive benefit packages including; medical, dental, vision, life and disability insurance, pension plan, sick days and more.

KEY RESPONSIBILITIES

The Research and Development Manager plays a central role in the food processing industry and in doing so they are responsible for a variety of tasks. Some key responsibilities include;

- Managing new product development projects and innovation
- Providing input into improving manufacturing processes
- Assisting in recruiting personnel
- Developing a budget and monitoring its performance
- Developing and implementing policies, standards and procedures, and technical work for the industry.
- Assigning, coordinating, and reviewing the technical work of a department or departments.
- Overseeing the development and maintenance of staff competence
THE IDEAL WORKER

A Research and Development Manager in a food processing facility will be expected to:

- Create and maintain an efficient, hygienic, and positive working environment
- Promote health and safety in the workplace
- Display good work ethic, resourcefulness, and organization.
- Understand the Standard Operating Procedures and Inspection Regulations
- Ensure quality control and efficient work flow
- Display positive leadership

WORK ENVIRONMENT

Research and Development Managers stand or sit at work stations to perform their tasks throughout their shifts. They can be involved in many tasks at any given time and typically work in a fast-paced setting with strict time frame requirements. Any given task needs to be prioritized accordingly to better ensure efficiency and safety.

Research and Development Managers work both independently and in team situations and will require both flexibility and efficient oral and written communication. Leadership and maintaining a positive influence on co-workers, staff, and other departments is imperative to a healthy and effective work environment. When working on the front line noise levels can be quite high so it is important that universally understood hand signals are used to ensure safe and effective communication among workers to prevent the damage of goods or personal injury.

ESSENTIAL SKILLS

A successful Research and Development Manager will be proficient in the day to day tasks in the workplace. The National Occupational Standards for Research and Development Manager demands proficiencies in all 13 competencies, however the most important are:

Developing New Products and Conduct Trials: Developing new products and managing new product development projects, researching consumer markets, and analyzing the trial results.

Commercialize Products: Commercializing products and providing input for equipment scoping and processes, nutritional labeling, and product packaging.

Improve Existing Products and Processes: Improving existing products and processes refers to developing value-added products and processes by providing input into innovative uses for excess raw materials and by-products. This also applies to providing input into cost optimization, improving the manufacturing process, and product development and improvement.
CAREER PATH

As new Research and Development Managers gain experience they can advance from R&D Manager, to Senior Management, to Director, to an Executive Director.

Directors and Executive Directors will be responsible for the Research and Development team, product practicality, and overseeing product development, objectives, and initiatives.

CAREER LADDER

OTHER POSSIBLE JOB TITLES

Market Chef
R&D Technologist
R&D Bakery
Senior R&D Commercialization Manager

NATIONAL OCCUPATIONAL CLASSIFICATION (NOC)

The NOC for Research and Development Manager is NOC 0212 Architecture and Science Managers

MORE INFORMATION

For access to more food manufacturing job descriptions, essential skills profiles and job competencies visit www.fphrc.com