

Job Description

POSITION:

Senior Research Manager

DIVISION: Flavours

DEPARTMENT: Science and Technology (S+T)

JOB LOCATION: Singapore

JOB PURPOSE

Briefly summarize your job's purpose or role in the department/section.

Lead the Science and Technology (S+T) Asia Pacific (APAC) team and collaborate closely with global S+T and regional innovation teams to provide excellent science and technology support for our internal and external customers in APAC.

POSITION REPORTS TO:

Research Director, Natural Ingredient Development

DIRECT REPORTS:

4 in Shanghai
1 in Singapore

MAIN RESPONSIBILITIES AND DUTIES

Describe the major functions or activities that your job perform and the subsequent end results achieved, for which you are answerable and can be measured. Start with an action verb for each function.

- Lead regional S+T team and develop a group of 5 people (scientists and engineers) out of two sites (Shanghai and Singapore)
- Promote and execute on S+T culture, values and strategies (including APAC strategies)
- Work closely with Asia Pacific Innovation Council (APIC) and regional product managers to provide S+T support (ingredient development and technology development) to the regional business needs
- Manage collaborative innovations and external partnerships in the APAC region
- Support global technology roll out in the region
- Manage S+T APAC project portfolio to provide scientific and technical solutions to key technical areas
- Proactively reach out to our internal customers for opportunities where S+T technologies may create added value for our business
- Maintain close contact and collaboration with global S+T teams;
- Manage expense and CapEx budgets for S+T Shanghai and Singapore

JOB RELATIONSHIP

Who you must deal with in your routine work

Asia Pacific regional innovation, FC&A, sales, marketing and operations teams and China F&A and commercial teams.

QUALIFICATION AND EXPERIENCE

Please give details of the formal technical knowledge/ qualification, education, specialized training required for this job.

Job Knowledge/Education/Experience

- Solid scientific background in one of the following areas: Chemistry, Chemical Engineering, Food Science and Technology, Biochemistry and Biotechnology. Preferably Ph.D., with 5+ years industry experience
- Experienced with people management and talent development
- Experience with Flavour industry is a plus
- Experience with collaborative innovation is a plus
- Strong interpersonal and management skills to be able to manage multiple interfaces and coordinate activities among cross functional and cross cultural teams
- Excellent communication skills in both English and Chinese
- Strong project management skills
- Strong problem solving and organizational capabilities
- Demonstrated capability in leading teams and people development
- Self-motivated
- Frequent traveling between Singapore and Shanghai is required

Competencies

- **Innovation management**
- **External alliance management**
- **Planning and priority setting**
- **Team and people development**
- **Drive for results**
- **Customer focus**
- **Strategic agility**
- **Passion**
- **Always looks for win-win solutions**

SIGNATURE

Employee : _____ Date: _____

Immediate Supervisor: _____ Date : _____

Second Level Supervisor: _____ Date: _____

Interested applicants please submit your CV to Bernhard Schaufelberger,
Bernhard.schaufelberger@givaudan.com