

R&D Technologist

Company – ASO / APP

Site: Mobeni

Incumbent: Vacant

Date: 28.10.2025

Signed:



Position Details

Job Title: R&D Technologist

Job Summary: The R&D Technologist will be responsible for developing and improving food products (related to fats and Oils) and processes within the manufacturing environment. The incumbent will work closely with sales, marketing, production, quality, and procurement teams to drive innovation, optimize formulations, and ensure compliance with food safety and regulatory standards. Experience in food manufacturing is essential, while

Direct/Indirect Reports:

Head of Sales & Marketing, COO and Site Manager

Qualifications & Experience

- Qualification in Food Tech/Biotech
- FMCG, Food Experience
- Food Safety, Legislation, Market Trends

Key Competencies

- Strong technical problem-solving and analytical skills.
- Creative thinker with a practical approach to innovation.
- Excellent communication and teamwork abilities.
- Attention to detail and commitment to product quality and safety.
- Ability to manage multiple development projects simultaneously

Position Responsibilities

Product Development & Innovation

Lead product innovation projects from concept design through to factory implementation in line with company strategy and customer requirements. Reformulate existing products to improve quality, cost efficiency, or nutritional value. Conduct Lab-scale and factory trials to validate formulations and processes. Support product enhancements related to sensory, stability, and shelf-life improvement. Engage New raw material & Packaging Suppliers.

Technical Support & Process Optimization

Work collaboratively with production and quality teams to troubleshoot process or formulation challenges. Translate lab-scale formulations to full-scale manufacturing efficiently. Develop and maintain product specifications, formulations, and SOPs. Participate in continuous improvement projects focused on process efficiency and sustainability. Customer visits, Sensory Evaluations. Matching customer specs

Documentation & Compliance

Ensure all R&D activities comply with food safety, quality, and regulatory standards (e.g., FSSC 22000, HACCP, Codex). Maintain accurate and up-to-date technical documentation, including trial reports, formulations, and change control records. Liaise with suppliers and regulatory bodies to source and approve raw materials and ingredients.

Research & Market Insight: Conduct ingredient functionality studies, competitor benchmarking, and trend analysis. Identify innovative technologies and ingredients to enhance the product portfolio. Provide technical input for customer presentations and project briefs.

Leadership Standards

- Provide exemplary character for R&D, Food Safety and Quality
- Facilitate inter-departmental relationships for overall growth
- Communication skills on all levels
- Good Judgement, drive and Influence

Skills and Attributes

- Initiative
- Assertiveness
- Tolerance of stress
- Proactivity
- Attention to detail

- Able to interact at middle management level
- Able to plan ahead
- Manage time
- Able to prioritize
- Custodian of company vision/mission/culture

Key Performance Indicators (KPIs)

- Timely delivery of new and reformulated products to market. Reduction in formulation cost and process non-conformances. Compliance with food safety, regulatory, and quality standards. Successful completion of R&D trials and product validations.