

## DELIVERING BUSINESS SUCCESS THROUGH OUR PEOPLE



### Role Profile

<b>Job Title</b>	Senior NPD Technologist	<b>Evaluated Job Grade</b> Weekly / Monthly / Manager / Snr Manager / Director / Exec	Monthly
<b>Line Manager</b>	NPD Manager	<b>No of direct reports</b>	0
<b>Job Family / Department</b>	NPD	<b>Division</b>	Central

#### Purpose / Added Value:

To work closely with the Site NPD Manager, Site General Manager and Commercial Team to set the strategy for the categories you work within, project manage the critical path process, ensure submissions and compliance are adhered to. Project manage effective and timely launches to meet key site deliverables

#### Key Accountabilities:

- To communicate at all levels sharing information, knowledge, instructions, advise, support and understanding of all Bromborough open briefs
- Generation of costings for all products developed and subsequently tweaked throughout the whole development process up to launch. Review against targets set out in the briefs
- Work with stakeholders to react to any problems relating to existing products raised internally or externally
- Working closely with the Group Development Chef / Group Packaging Manager and Procurement team to define the requirements for product development
- Project management of works plans, activity and launch trackers with the commercial and site teams
- Mentor and coach site process roles into NPD process
- Developing new and creative products as well as re-engineering existing products where appropriate
- Ensure the group launch procedure is adhered to at all times and identify industry best practices that may benefit our processes if adopted.
- Work with the Purchasing department to ensure raw materials are sourced at the appropriate price and from technically approved (inc. customers) suppliers
- To produce concept samples on time for presentation to customers, complete with relevant paperwork.
- Ensure accurate information regarding final product recipes, manufacturing processes and new ingredients and packaging are transferred in a timely manner to operations, supply chain, procurement and technical.
- Continually assess current products, to recommend and redevelop where necessary to ensure they reflect current market requirements.
- Ensure that the appropriate written and computerised records are produced and retained, recording all product development activity. All records to be up-to-date and audible
- Liaise with Technical Manager to ensure bacteriological and chemical standards of new products to process
- Assume overall responsibility for the safety of self and others whilst at work ensuring that all requirements as trained and laid down within the Company handbook, Company Health and Safety and Hygiene policies are implemented, adhered to, monitored and maintained.

- Ensuring that our development kitchens or pilot plants are inspirational yet functional workspaces, identifying where investment is required.
- Act as an 'ambassador' for Pilgrims, ensuring business professional conduct, approach and personal presentation at all times

### **Skills & Knowledge**

- Project management, critical path and toll gate process management
- Experienced and resilient problem-solver
- 10+ years' experience in the food industry
- Proven track record with launching new products and effective planning and organizational skills
- Proven man management experience
- Excellent IT skills for writing, accessing, analysing and reporting of data
- Power point presentations
- Good working knowledge of excel spreadsheets and formula writing
- Proven experience driving an exciting food culture within the business that puts our products at the heart of what we do.

### **Qualifications [Accredited]**

- Degree in food or relevant qualification

## WHERE OUR PEOPLE REALLY MAKE A DIFFERENCE



Value	Definition	Behaviours/Attitudes
<b>Determination</b>	<ul style="list-style-type: none"> <li>Relentless, delivers superior results and honours commitments. Makes things happen, seeks alternatives to problems and engages people to achieve a common goal. Has a sense of urgency, an ownership attitude and never gives up.</li> </ul>	<ul style="list-style-type: none"> <li>Highly energetic, relentless, has the attitude of an owner, works hard, passionate, focused, hands-on, proactive, strong-willed, motivated, persistent and has a sense of urgency.</li> </ul>
<b>Simplicity</b>	<ul style="list-style-type: none"> <li>Makes things happen in a simple and practical way, hands-on, gets right to the point, simplifies and avoids bureaucracy.</li> </ul>	<ul style="list-style-type: none"> <li>Adopts a simple approach, uses logical reasoning and does not complicate things. Practical, agile, focused on what is important, objective and hands-on.</li> </ul>
<b>Availability</b>	<ul style="list-style-type: none"> <li>Receptive, open, available, ready every day and every hour and always prepared. Open to new ideas and to change, motivated to take on new challenges.</li> </ul>	<ul style="list-style-type: none"> <li>Flexible, receptive, accessible, cooperative, displays a servant attitude and always ready.</li> </ul>
<b>Humility</b>	<ul style="list-style-type: none"> <li>Listens, helpful, thoughtful, considers the opinions of others, recognises that no matter who did it – it is a team accomplishment. Not embarrassed to ask questions or say, “I don’t know.” Not arrogant or conceited. Acts with respect. Does not worry about status and does not think that they know everything. Prioritizes “we” over “I”.</li> </ul>	<ul style="list-style-type: none"> <li>Not arrogant, acts with respect, not self-righteous, prioritises the team over self, does not care about status, does not think that they know everything, always open to learn, modest, not vain and values the opinion of others.</li> </ul>
<b>Sincerity</b>	<ul style="list-style-type: none"> <li>Direct, sincere, truthful, transparent, always respectful, has a positive attitude, builds valuable relationships and welcomes people. True to themselves, expresses an opinion even when contrary to the views of others. Knows how to say no.</li> </ul>	<ul style="list-style-type: none"> <li>Communicates clearly, honest, sincere, direct, transparent and positive. Not afraid to express an opinion, respectful, knows how to say no, welcomes people, adds value, does not listen to or encourage gossip, speaks their mind and does not backstab. Not ashamed to say, “I don’t know”.</li> </ul>
<b>Discipline</b>	<ul style="list-style-type: none"> <li>Honours deals, punctual and fulfills commitments. Performs tasks in a disciplined manner. Focused, pragmatic, and optimizes time, activities and resources. Delivers results and does not create justifications or make excuses.</li> </ul>	<ul style="list-style-type: none"> <li>Detail-orientated, perfectionist, plans, prioritises, not superficial or shallow, seeks a deep understanding of things, gets things right and honours deals. Punctual, organized, focused, pragmatic, does not make up justifications or excuses and delivers results.</li> </ul>
<b>Ownership</b>	<ul style="list-style-type: none"> <li>Committed to results, has a deep understanding of the details and sees the big picture. Acts with determination, discipline and focuses on details. Hands-on, always seeks to be the best in what they do and never gives up. Always available and sets an example. Takes responsibility, does not accept when something does not work well and has a passion to improve what is not correct. Attentive to costs and details and engaged in the organization’s culture.</li> </ul>	<ul style="list-style-type: none"> <li>Highly energetic, committed and focused on details and results. Disciplined, creative, flexible, passionate about their work, and sees the big picture. Persistent, visionary, and passionate about improving what is not correct. Perfectionist, determined, hands-on and seeks to be the best in all that they do.</li> </ul>

## Our Vision, Strategy, Method and Values



Our foundation & our strength is in our values

DETERMINATION

SIMPLICITY

AVAILABILITY

HUMILITY

SINCERITY

DISCIPLINE

OWNERSHIP