



Director, Research & Development

Position Description

The Director of Research & Development is the team leader helping to establish Smallfood as a leader in scientific innovation and expertise. The successful candidate will lead Smallfood's research and development team to focus on process and product improvements, develop research strategies for microbial-based fermentation, down-stream processing, production of innovative nutritional ingredients, and product application development to support customer development.

The Director R&D is a management level position accountable to the VP R&D and Smallfood leadership team in aligning research priorities and execution with the company's commercial vision. This role will interface with internal and external collaborators to advance the company's interests and provide technical and scientific insight for consideration to medium and large-scale capital projects.

Qualifications and aptitudes:

- PhD in Biochemistry, Microbiology, Biochemical Engineering or closely related field with 10+ years of work experience
- Prior experience working with fermentation processes, down-stream processing and scale-up of technologies from the laboratory bench-top to pilot and production plants
- Excellent written and verbal communication skills with ability to distill complex scientific information into easily understood, accessible language
- A team player who engages easily with both internal teams and external collaborators
- Strong technical writing and proposal writing/reporting experience and proven success in securing funding
- Solution-orientated and maintains flexible and adaptive approaches to advance the company's interests in a pre-commercialization environment

Key Support Person – Vice President, Research & Development

Location: On-site at Smallfood's Dartmouth, Nova Scotia facility.

The primary responsibilities of this role are:

Strategy 30%



- In collaboration with the team of research scientists, develop a research and development strategy and executional plan focused on product & process improvement
- Maintain clear and timely communication on R&D activities to the VP R&D and leadership team
- Identify and establish invention disclosures for building intellectual property estate with patent applications & trade secrets and help ensure Smallfood maintains freedom to operate

Infrastructure 25%

- Provide scientific support for planning and implementation of R&D and production related infrastructure
- Development and optimization of standard operating procedures
- Develop and maintain a budget for R&D expenses and forecast quarterly spend
- Support on-going development and implementation of resource management programs to measure and optimize energy efficiency and sustainability

Revenue 25%

- Focus the R&D team on consistent running of the pilot plant line for sample production to support Smallfood priorities
- Carry out R&D activities to improve yield, composition, and product quality attributes (sensory, color, etc.)
- Continuously advance the company's scientific knowledge & capability by maintaining a network reach into developing science and technology fields
- Support the Revenue team by translating scientific processes into understandable content for multiple audiences
- Provide scientific insights to support the company's sales & marketing efforts
- Support Revenue team as a scientific expert in key presentations
- Support the Regulatory Affairs initiatives with scientific support and insight to facilitate successful approvals

Human Dynamics 20%

- Hire as needed, lead and develop R&D scientific team, managing all HR requirements including on-boarding of new scientists and performance managing all team members
- Lead by example and use values as a decision-making tool
- Embody company purpose, values and the cultural commitments
- Build healthy and prosperous relationships within team, company and external partners



Ecosystem

- Participate in Ecosystem leadership, share best practices that will contribute to the success of the entire Ecosystem

Smallfood offers competitive salary, health plan benefits and the opportunity to influence the course of history of a groundbreaking company.

Please forward a cover letter and resume careers@smallfood.com to apply for the position. Only candidates who are deemed eligible for interview will be contacted.

Our Ecosystem values the diversity of the people it hires and serves. Diversity in our Ecosystem means fostering a workplace in which individual differences are recognized and respected.

We welcome applications from all qualified candidates, including but not limited to Indigenous Peoples, Two-Spirit, people of colour, Black/African Nova Scotian and other African countries of origin, LGBTQ, transgender, people with disabilities, and non-binary individuals.

As an Ecosystem, we recognize and are happy to provide reasonable accommodations throughout our selection process and to employees. Please make all accommodation requests at least 48 hours before a scheduled interview or event to our Director of People and Process, Kath Perry, at 902-802-4682 or kperry@smallfood.com.

Wondering what it's like to live in Nova Scotia? Check out this recent article in MacLeans: <https://www.macleans.ca/economy/realestateeconomy/best-communities-in-canada-why-atlantic-canada-comes-out-on-top/>