

EMPWR

EMPWR – Research and Development Manager

**YOUR
CAREER**

The R&D Manager is responsible for overseeing the planning and execution of key product development activities from benchtop development to line trials. They will also help deliver the strategic vision of R&D leadership through the development and implementation of processes and procedures. They will also oversee the work of select product development staff, deliver customer expectations and manage relationships.

Responsibilities

- Lead multiple projects simultaneously and prioritize according to business needs.
- Mentor and manage lab technicians and junior food scientists on product development and renovation projects.
- Represent EMPWR R&D in external customer meetings.
- Coordinate R&D product development activities by setting clear objectives, managing resources, and maintaining accountability.
- Implement process improvements within R&D to impact team efficiency and capacity.
- Track delivery to R&D-owned milestones in support of project timelines.
- Model and promote a culture of high performance and collaboration.

Qualifications

Required:

- Bachelor's degree in Food Science, Food Engineering, Chemistry, or related field.
- 8+ years of experience in end-to-end food product development, from initial concept to first production preferably in protein bars, snacks bars or candy technologies.
- At least 2 years of experience managing people.
- Proven experience taking products from concept to commercialization.
- Experience with R&D lab and manufacturing environments.
- Strong analytical, problem-solving, and communication abilities.
- Ability to balance innovation, quality, timelines, and cost.
- Solid understanding of food processing, shelf life, and sensory evaluation.
- Knowledge of MS Office (Excel, PowerPoint, etc.)

Preferred

- Strong knowledge of bar systems (proteins, binders, fibers, sweeteners, fats, inclusions).
- Project management and cross-functional leadership skills.

Competencies:

- Responsible and conscientious
- Attention to detail
- Track record of innovation
- Organized and adaptable to changing priorities
- Data-driven decision making
- Excellent written and verbal communication skills
- Bias for action; results-oriented

<https://www.empwrnutrition.com/>