

Kalsec® is the leading global producer of natural spice and herb flavor extracts, natural colors, natural antioxidants and advanced hop products that help food and beverage companies make their products look better, taste better and last longer...naturally. For over 50 years, we have added value to our Customer's brands by providing safe, reliable, innovative natural solutions while respecting the people and planet in which we interact.

Why Kalsec®?

We offer outstanding career opportunities for those striving to develop their talents in a family owned, globally focused company. We nurture a culture driven by creativity and innovation, while respecting an employee's desire for stability and a strong work/life balance.

Founded in Kalamazoo, Michigan, Kalsec® has delivered a brand built on honesty, integrity and trust that will keep us sustainable for the next 100 years. Continued growth of our business has resulted in offices worldwide including Asia, Europe, Mexico and North America.

Kalsec is seeking a highly talented Senior Scientist to join our Color Innovation team. This position will conduct independent, applied research leading to the development of new products, processes and business opportunities. The qualified candidate will also lead the management and execution of customer related projects.

**Essential Job Functions:**

1. Serve as an independent investigator-- planning, designing and conducting experiments and associated research activities directed toward identified, strategic business opportunities. Expectations:
  - a. Works independently on assignments using knowledge and work experience. Proactively gathers input from colleagues to assist in attaining business objectives.
  - b. Recognized as a competent scientist with broad expertise and with growing scientific contributions.
  - c. Activities may result in the creation of novel processes, analyses, and hypotheses using new ideas and knowledge with input from supervision. These activities may also produce new intellectual property or may optimize existing analytical techniques for the business.
  - d. Makes decisions that require developing new options to solve moderately complex problems. Decisions impact projects worth > \$500,000.
  - e. Learns new scientific concepts independently and reviews scientific literature to enhance job knowledge.
  - f. Applies technical and functional knowledge to design experiments, and independently completes work within own project team, working on multiple sub-projects in parallel. Participate in departmental and company-wide project work. Supervision may provide guidance on overall goals and designs.

- g. May train other scientists and technicians in various techniques.
- 2. Careful recording of experimental observations in a laboratory notebook kept in a sufficient manner to protect Kalsec's® intellectual property rights.
- 3. Preparation of detailed reports, with supervisor's review, that describe research efforts, and when appropriate, presentation of research results to scientific conferences, customers, Kalsec staff and/or other groups.
- 4. Participate in product development activities through stage gate and customer projects.
- 5. Maintain a safe and clean work area, complying with corporate safety and environmental policies.
- 6. Participate in training programs deemed necessary to either develop job skills and laboratory capabilities or meet company policies and directives.
- 7. Be aware of the company's quality assurance (QA) policy and objectives, strictly observing these policy provisions.
- 8. To serve as a mentor to Kalsec® staff, including occasional leading, guiding and training of staff, student employees, interns, and/or others performing related work. Maintain up to date working knowledge of Kalsec's processes and manufacturing capabilities.
- 9. Review and revise as needed product specifications, formulas, production/ finishing procedures, and technical documentation.
- 10. Application of extensive product knowledge and experience to troubleshooting product / process problems, investigating customer concerns, developing new processes as needed to meet customer specific needs, and recommendations for correction of non-compliant materials.
- 11. Assist with corporate sustainability initiatives to maintain business and develop new opportunities
- 12. Assist with the procurement of new raw materials to develop new products and diversify supply chains
- 13. Use expertise in chemistry to leverage identification, isolation and purification of new natural products.
- 14. Continue to learn process chemistry and food science skills and assist production with the scale up of new products and processes.
- 15. Use expertise in food science to leverage the use and applications of colors in a wide range of finished products.

16. Support customer projects and help the organization gain new business and defend existing business.

**Education/Experience/Skills:**

**Required:**

- ❖ Minimum M.S. with 2-4 years of relevant experience or equivalent combination of education and experience.
- ❖ Background in natural colors