



k a l s e c ®

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 60 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 currently Seeking a Lead Scientist I – Discovery (Chemistry of Natural Products Innovation):

Job Summary: Conduct independent applied research leading to the discovery and translation of new products, processes and intellectual property, with an emphasis on extraction and successful technology scale-up.

Specific Job Functions:

1. Leverage your expertise to develop innovative and sustainable process concepts in one or more of the areas of: plant extraction, delivery, formulation and purification.
2. Plan product development at lab scale and manage transfer to pilot plant and production scale.
3. Ensure process documentation for transfer to plant engineering.
4. Interact closely with other scientists. Network actively with internal and external research groups, strategic planning, and supporting a functional vision focused on continuously improving chemical engineering expertise and methods. Review literature and patents cooperate with universities, and outside companies.
5. Contribute to the Discovery & Open Innovation strategy at the direction of the Director of Discovery & Open Innovation.

Essential Job Functions:

1. Serve as principle investigator, planning, designing and independently conducting experiments and associated research activities directed toward identified, strategic

business opportunities requiring:

- a. Judgment in the independent evaluation, selection and if necessary, creation and modification of appropriate scientific techniques.
 - b. The application of specialized techniques or ingenuity in selecting and evaluating approaches to unforeseen or novel problems.
 - c. A thorough understanding of scientific methods, research protocols, assessment instruments, and data analysis and interpretation.
 - d. The evaluation and acquisition of new techniques and equipment that improve the capabilities of the lab and expand the possibilities for commercial opportunities.
 - e. Careful recording of experimental observations in a laboratory notebook kept in a sufficient manner to protect Kalsec's® intellectual property rights.
 - f. Preparation of detailed reports describing research efforts, and when appropriate, presentation of research results to scientific conferences, customers, Kalsec staff and/or other groups.
 - g. The transition of promising research work into the application and core Innovation groups for commercial development.
2. To maintain a broad knowledge of state-of-the-art technology, equipment, and/or systems.
 3. To explore market trends and identify unique opportunities for Kalsec growth, backed by experimental support.
 4. 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.
 5. To develop contacts with outside researchers that further Kalsec's business objectives.
 6. To maintain a safe and clean work area, complying with corporate safety and environmental policies.
 7. To participate in training programs deemed necessary to either develop job skills and laboratory capabilities or meet company policies and directives.
 8. To be aware of the company's Q.A. policy and objectives, strictly observing these policy provisions in the fulfillment of this job.

Education/Experience/Skills:

Required:

- ❖ PhD in Chemical Engineering.
- ❖ 1-2 years experience
- ❖ Experience with natural products.
- ❖ Strong written and verbal presentation skills

Desired:

- ❖ Prior experience in extraction and scale-up.

Apply online at:

<https://recruiting2.ultipro.com/KAL1000KALSE/JobBoard/c29db148-d291-4711-9c3b-349c1f8e40fc/OpportunityDetail?opportunityId=4e045f2c-13cc-40c7-9634-199c664acef3>