

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 currently seeking a highly talented Senior Scientist specializing in Antioxidants to join our Food Protection Team. This position will conduct independent, applied research leading to the development of new products, processes, and business opportunities in food protection area, specifically antioxidants

Essential Job Functions:

1. Serve as an independent investigator in planning, designing, conducting, and communicating experiments that are directed toward identified 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 capable 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 may impact projects worth > \$500,000.
 - e. Learns new scientific concepts independently and reviews scientific literature to enhance job knowledge.
 - f. Communicates scientific results effectively across a wide range of audiences (sales and R&D).
 - g. Applies technical and functional knowledge to design experiments and works on multiple sub-projects in parallel.

- h. Participates in departmental and company-wide project work, which may include leading projects. Supervision may provide guidance on overall goals and project designs.
- i. 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, or other groups.
4. Transition promising research work into the application and process development groups for commercial development.
5. Develop new antioxidant or color products to commercialization status as required.
6. Maintain a safe and clean work area, complying with corporate safety and environmental policies.
7. Participate in training programs deemed necessary to either develop job skills and laboratory capabilities or meet company policies and directives.
8. Be aware of the company's quality assurance (QA) policy and objectives, and strictly observe these policy provisions.
9. 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.
10. Review and revise as needed product specifications, formulae, production/finishing procedures, and technical documentation.
11. Application of extensive product knowledge and experience to troubleshoot product / process problems and investigate customer concerns.

Specific Job Functions

1. Use expertise in food science to leverage the use and applications of antioxidants in a wide range of finished products.
2. Support customer projects and help the organization gain new business and defend existing business.
3. Support the commercial teams in trade shows, customer visits, and other commercial activities as needed.
4. Serve as an applications expert in support of stage gate projects as needed.
5. Participate in product development activities through stage gate and customer projects.

Education/Experience/Skills:

Required:

- ❖ Minimum M.S. in Food Science or equivalent combination of education and experience.

Desired:

- ❖ >4 years food industry experience.