

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 highly talented Lead Scientist I to join the Quality Assurance Department.

This position will create value for Kalsec through research, development and applications activities that improve the efficiency and reliability of Quality Control testing methods and solve customer problems by creating, developing and applying new processes and technical knowledge.

#### **Essential Job Functions:**

1. Serves as a principal investigator, planning, designing and independently conducting experiments and associated research, development and applications activities directed toward identified, strategic business opportunities.
  - a. Leads/directs interdepartmental projects. Schedules and chairs technical planning and review meetings. Proactively organizes team results.
  - b. Routinely serves as a technical resource to business and R&D leaders and other laboratory staff members, enhancing Kalsec's technical reputation, while providing customers with advanced technical presentations supportive of Kalsec business aims.
2. Records experimental observations in a laboratory notebook kept in a sufficient manner to protect Kalsec's® intellectual property rights.
3. Prepares detailed reports, invention disclosure documents, patent applications, etc., that augment Kalsec's technical knowledge base.
4. Serves as a mentor by guiding and training staff, student employees, interns, and/or others performing related work.
5. Reviews results and the reports of others for distribution or supervisor review.

## **Specific Job Functions**

1. Provide expert service in specialized analytical methods (including chromatography and mass spectrometry).
2. Maintain working familiarity with a broad array of molecular separation and detection tools (GC, UPLC, HPLC, MS, NMR, IR, spectrophotometry/fluorescence, sample derivatization methods).
3. Independently and efficiently conceive new analytical methods and QC assays based on modern industry standards and state of the art literature
4. Plan and execute or direct necessary experiments to solve analytical problems and test or validate new analytical methods.
5. Identify unknown substances and/or measurement of specified residues.
6. Occasionally prepare or isolate small quantities of purified substances for calibration of analytical methods.
7. Independently write, revise and review QC analytical methods for approval.
8. Maintain and service designated analytical equipment. Obtain assistance or request a service call from instrument service representative when appropriate.
9. Collaborate with the Analytical Platform Team as needed for troubleshooting methods, instrumentation and QC improvement projects.

## **Education/Experience/Skills:**

### **Required:**

- ❖ Ph.D. degree in a scientific discipline or equivalent combination of education and experience.
- ❖ Extensive and relevant analytical experience in R&D and QC environments and record of scientific accomplishment (patents, publications, presentation).
- ❖ Ability to teach, train and mentor Quality Control employees in proper laboratory techniques, safety and mastery of QC methods.
- ❖ Demonstrated ability to develop and validate analytical methods in a Quality Control environment.
- ❖ Strong familiarity with using, assembling and maintaining multiple commercial chromatography systems (hardware and software).
- ❖ Knowledge to operate, maintain and efficiently interpret results from specialized detectors.