



Product Design Technologist

pladis works in highly competitive, fast moving markets where it is essential to maintain and extend market share through profitable branded growth. It also has an ambitious growth plan for emerging markets where offering the right value proposition is critical.

Innovation through product development, continuous value improvement and consumer perceived Quality superiority v competition are critical and key to delivering the business targets. The LPDT role is both proactive, taking opportunities to develop concepts to fit with brand strategies and reactive to technical briefs from the marketing teams.

Who we are

Our business Yildiz Holding, CEEMEA's largest food organization, brought its business in cake and chocolate together under the new global company: pladis (www.pladisglobal.com). pladis is a global leader in biscuits and confectionery, with operations in 120 countries in Europe, Middle East, Africa, Asia and America. Under pladis are 36 plants in 13 countries with over 26,000 employees. With the pursuit of "we promise happiness to the world with every bite," the organization enriches consumers with products in sweet and savory biscuits, wafers, cake, chocolate, gum and candy.

Key accountabilities and deliverables

- Manage and be responsible for all technical aspects of a design project.
- Develop product options to meet a marketing brief (meeting time, prime cost and quality criteria).
- Plan, execute and review product development trials. These can be at any scale, from bench work to full scale factory trials.
- Closely collaborates with process engineering, CoE, H&N and packaging teams to create and deliver appropriate solutions to defined technical hurdles.
- Present samples to marketing and translate feedback into recipe and/or process developments.
- Plan tasks that have been delegated to direct or indirect reports.
- Ensure that all work is carried out in a safe and hygienic manner, following factory or bakery GMPs.
- Producing draft product costs for comparative purposes.
- Estimate costs of development work and track product development trials budgets against target, reviewing with line manager as appropriate.
- Support project manager and/or LPDM in effective scheduling of project tasks and identification of resource requirements (time, money, people).
- Support project manager and/or LPDM in the development of a project risk assessment, including promoting and contingency plans.
- Raise any technical or project related issues that might affect quality, cost or time of delivery with LPDM.
- Keep comprehensive records of all work carried out and report results as appropriate, following the standards and procedures of the design team.



- Brief and liaise with suppliers in line with SMT strategies.
- Complete and review Technical checklists and follow trial protocol within the NPD process and plan appropriate interactions with key functions and stakeholders.
- Complete product and ingredient specifications as appropriate.
- Contribute to idea generation sessions and proactively generate branded product concepts in line with innovation strategies.
- Work with colleagues to ensure that product development facilities are maintained to a safe and hygienic standard and operate using lean principles.
- Ensure that personal development plans are created, kept current and actioned as appropriate

Sole decision making authority

- Agreeing and communicating trial objectives and plans.
- Appropriate decisions to maintain a safe and hygienic working environment.
- Recommend use of ingredients, formulations and process conditions based on trial work.
- Prioritise own work and that of reports within project constraints.
- Organise and plan external and internal resources for trial work.
- Schedule interactions with key functions to allow for completion of Technical checklists within project constraints.

Must haves

- Some experience of key manufacturing processes (snack, cake or biscuit), including process constraints is essential, as is a good current working knowledge of ingredients, creative recipe development and bench scale techniques.
- A proven record of trial planning, execution and review is essential.
- Experience of how to delegate tasks to technicians, direct or indirect reports such that they are clear on the task, timings and quality standards required.
- Proven ability to prioritise competing workloads, and know when to ask for help in a timely manner.
- Experience of product development in the ambient snack industry.
- Creative approaches to problem solving.
- Influencing.
- Communication (e-mail, telephone and one to one).
- Presentation skills .
- Food presentation skills.
- Effective decision making.
- Basic understanding of health & safety requirements.
- Basic understanding of food legislation.
- Basic understanding of prime costs.
- Food safety.
- IT skills (use of MS Office, google docs).
- Desirable:
- Knowledge of global pladis' brands, business, key competitors and key markets.
- Lean principles.
- Project management experience, including a good understanding of the roles and responsibilities of project team members.



Koninklijke Verkade
part of the **pladis** group



What do we offer?

This role offers the opportunity to work in an international organisation with a Dutch character. With the commercial offices situated on the Royal Verkade factory site in Zaandam, the Netherlands, the location for this role allows the packaging development manager to work in very diverse multidisciplinary teams. An unique challenge for a strong and dedicated packaging development manager, proven to have been successful in contributing to growing the business. This is a unique opportunity to play a key role in an exciting, fast growing business. The responsibilities are diverse and there are opportunities for development and growth.

How to apply?

To apply for this job, please send your letter of application and resume to Koninklijke Verkade N.V., Ms. Suzanne Hoogendoorn, HR, at werkenbij@pladisglobal.com.