

|  |  |  |  |
| --- | --- | --- | --- |
| ROLE PROFILE | | | |
| Job title | Development Chef | Date | 10/12/21 |
| Business | Savoury Pastry | | |
| Department | Development and Innovation | | |
| Location | Walkers Charnwood | | |
| ROLE SUMMARY | | | |
| To work within the NPD Team to deliver high quality concepts, products, recipes, and to ensure delivery of all projects in a timely manner ensuring concept to launch process is followed. Interpret & Pre-empt customer briefs to ensure new and relevant products are being proposed to our customers and brands. Maintain up to date and relevant knowledge of products within the market and capturing trends and quality improvements to enable Samworth Brothers savoury pastry to stay ahead of the competition. | | | |
| REPORTING STRUCTURE | | | |
| Reports to | Head of Development | | |
| Direct & indirect reports | None | | |
| Key internal stakeholders | NPD team, Process team, Technical, Operations, Category & Commercial | | |
| Key external stakeholders | Customers & Suppliers | | |
| KEY ACCOUNTABILITIES AND RESPONSIBILITIES | | | |
| 1. Create new products from initial concept through to bakery trial phase, taking commercial (eg manufacturing capability, true cost) constraints into consideration along with consumer and market rationale 2. Attend product submissions, providing customers with new / amended product samples along with relevant paperwork, adhering to brand standards 3. Work with and support the Sales & Category team ensuring NPD requirements meet customer and market needs at all times 4. To act as a key point of contact for your relevant customer(s), ensuring you respond to any communication in a timely manner 5. Present internal concept ideas to the senior management team and at internal feasibility to ensure visibility of all new products at the bakery 6. Preparation of recipes on internal recipe management system following and completing all relevant actions 7. Accurately maintain NPD recipe files and follow Samworth Brothers concept to launch process on all development projects 8. Identify new product opportunities, through strong understanding of capabilities and being fully up to date of marketplace trends within competitive retailers & other outlets 9. Ensure strong knowledge of site ingredient list along with supplier capability to ensure relevant and up to date ingredients are used for new product development 10. Provide accurate information to the process and technical teams for upscaling in the bakery and the creation of customer specifications | | | |
| QUALIFICATIONS, EXPERIENCE, TECHNICAL SKILLS / KNOWLEDGE | | | |
| * Experience as a chef, or product technologist within chilled food manufacturing * Be able to demonstrate natural flair and passion for food and knowledge of a variety of cuisines. * Be able to demonstrate practical cooking demonstrations to a high level. * Demonstrate a natural ability to be creative and innovative in terms of recipes, marketing ideas and packaging solutions. * Consumer and customer focus with ability to link trends to consumer and occasion * Be able to present new products and improvements of existing products. * Computer literate with a working knowledge of Microsoft Excel, PowerPoint and Word. * Full Driving Licence required * Proactive team player, able to perform under pressure and within tight timeframes * Have a flexible approach to work and working hours, in order to meet the needs of the business. | | | |
| CORE COMPETENCIES, ATTRIBUTES & BEHAVIOURS FOR SUCCESS | | | |
| **Competency** | **Descriptors** | | |
| Values People | *Demonstrates the belief that people are our most important asset and central to the success of the organisation. Everybody should be treated with dignity and respect at all times.* | | |
| Customer Focus | *Is passionate about quality, striving to continuously make a positive difference for our customers and our consumers.* | | |
| Collaborative Team Working | *The willingness to act as part of a team and work towards achieving shared objectives through adopting best practice in line with our purpose statement and Company values.* | | |
| Flexibility & Adaptability | *The ability to change and adapt your behaviour or work procedures when there is a change in the work environment, for example as a result of changing customer needs.* | | |
| Initiative & taking ownership | *Steps up to take personal responsibility and accountability for tasks in line with our purpose statement and our Company values.* | | |
| Drive for Excellence | *Knows the most effective and efficient processes for getting things done, with a focus on continuous improvement.* | | |
| Resource Management | *Effectively manages resources and cost drivers to achieve sustainable productivity and profitability.* | | |
| Technical Expertise | *Has the skills, knowledge and experience required to excel in own area of specialism and the willingness to further grow and develop.* | | |
| Self-Management | *Uses a combination of feedback and reflection to gain insight into personal strengths and weaknesses, so that own time, priorities and resources can be managed to achieve goals.* | | |