

Our group SOLINA (1600 Employees, € 425 M turnover, 15 production sites in Europe and locations in 17 countries) imagines, conceives and develops ingredient solutions for food industries.

Our vision: « Create Solutions for Tomorrow's Food ».

As part of our continuous growth, we are currently recruiting

Solina RD&A Manager North Europe Area
Permanent contract
Location to be defined (Denmark, Skanderborg / Sweden, Malmö)

As member of the North Europe Leadership Team, reporting directly to the North Europe Area Manager, you will operate in the following fields:

Mission:

We are looking for a skilled RD&A Manager to oversee the North Europe RD&A activities and ensure implementation of regional and group objectives, policies and systems. This implies maintaining effective organisations in all five operational North European sites, which totals to a number of 4-6 reports. It is also the strategically defined role of the North European RD&A Manager to ensure that the KAMs get the support required to reach the objectives outlined with the regional key accounts.

Responsibilities:

Regional RD&A Management:

- Initiate, coordinate and supervise all scientific work done within the region.
- Coordinate the development of regional concepts on "taste & visual" and functionality and ensure communication to the RD&A community.
- Organize the regional laboratory and pilot plant facilities, in allegiance with the group RD&A strategy.
- Together with Site RD&A and local managers, collect and generate ideas, needs for group NCD, raw material work, and support & supervise the country implementation and execution of group raw mat projects and NCD opportunities.
- Develop regional competence centers and ensure sharing of resources with the region and group.
- In liaison with Regional HR and the North Europe Leadership Team:
 - Ensure sufficient resources within the regional RD&A community.
 - Ensure regional resource allocation to support group initiatives following the RD&A strategy.
 - Identify regional competence profiles and nominate candidates for group initiatives.
 - Participate in hiring of personnel with the support of HR.
- Set regional goals for RD&A performance in line with the group strategy and Regional sales Tactics
- Introduce and secure implementation of group processes related to RD&A procedures and align way of working across the regional sites to ensure an optimal sharing environment.
- Secure R&D pipeline to fulfill sales Growth targets

Support the growth plans of the regional key accounts

- In close communication with the KAM, contact with high level RD&A people at the customer (KA) to fully understand the strategy of the customer and the cooperation.
- Play a big role in helping the KAM to reach the objectives Solina outlined with and for our key accounts.
- Ensure the strategy and objectives of the key account get translated to the RD&A people serving the customer.
- See the KAM is served with the required/most relevant/best resources and competence profiles to serve the strategic objectives.
- Guarantee technical sharing within the team of RD&A people serving the customer

Key challenges & KPIs:

- Organizational and development of the team
- Continuously assess and evaluate the competence level in the R&D teams throughout the Nordic region.
- Secure sufficient RD&A pipeline in close cooperation with the Sales organization.
- Align way-of-working in the region to utilize resources and competences between countries.
- Getting transferred the group messages (e.g. projects the group of RD&A working on as group of RD managers)
- Implement Group tools (SAF & Sales Force etc.) in the R&D functions to support local business.
- Balance contribution to group initiatives, to ensure sufficient focus on regional business.
- Secure implementation of new group concept and product, to optimise effect of cross selling.
- Go for solution providing and lead by pro-activity (new concept development)

Profile required / Competencies:

Education:

- Master degree in Food Technology, Food science or equivalent, preferable in combination with a commercial degree or commercial on-the-job training, from a techno-commercial role in a mid to large size company.

Experience & knowledge

- Experience from working in multinational matrix organizations
- +15 years' experience working within the food industry
- Extensive knowledge knowhow on food ingredients (Functional- and Taste & Visual components)
- +10 years high-level management experience from technical and commercial organizations.

Behaviours:

- Strong interpersonal and interactive skills.
- Defines concrete goals and performance measures (KPI's), recruit's employees with high potential.
- Optimistic, positive and energetic behaviour, which acknowledges the contributions from any colleague and function.
- Operates regardless between operational and strategical objectives.
- Proactive and result-oriented behaviour, creating an inclusive and motivating leadership environment.
- Creative, inspiring and innovative personality as well as constructive and team player whom can transform ideas into concrete business cases. Team player with flexible can-do attitude.
- Able to work multiple projects simultaneously.
- Effectively communicate and interact on all organizational levels regardless of position.

Language skills:

- Fluent in English
- Fluent in Danish or Swedish

TRAVEL + 40-50 DAYS

If you are interested, please send your application by mail to recruitment@solina-group.se specifying in the subject line reference 'R&D Manager Nordic Area'.