Senior Food Scientist (Full Time)
Updated August 2019

Rebellyous Foods (RF) is an early-stage, plant-based food start-up. As a food production and manufacturing technology company, we are working to substantially increase the volume and lower the price of specific, high-quality plant-based meat products to effectively serve the foodservice market to replace animal-based meat on a large scale.

Rebellyous Foods is seeking a conscientious, flexible, and detail-oriented Senior Food Scientist who enjoys making a difference, being a part of a team, and takes pride in working in a fast-paced, constantly changing startup environment and thrives working in an intensive manufacturing work environment. We are seeking a mission-focused and dedicated team member to manage our food science & production scale up needs to meet internal and external product goals.

Flexibility, hard work, and keen follow through are critical for success for employees in a startup environment. Frequent after hours and weekend availability are required. This position is an extraordinary opportunity to get in on the ground level with a fast growing, mission-focused start-up and help build the company. This position reports directly to the CEO.

The Senior Food Scientist will direct and support cross-functional teams in areas related to food science and food engineering, including, new product development, product improvements, nutrition, labeling/packaging, food safety (at the product and plant levels) and quality, and production in collaboration with our team to perform the following:

**Leadership Responsibilities:**
- Develop and maintain on-going food science company strategy for continuous, rapid product development, food safety/compliance, and scale up and manufacturing product support.
- Lead a team of food science professionals and culinary team members.
- Manage budget constraints for science division and support budget expansions and conservation as necessary.
- Provide reports to company management, external regulators, investors, and others on food science activities.

**Product Development Responsibilities:**
- Lead design, planning, validation and implementation of new products, line extensions and product improvements.
• Lead our food science efforts including but not limited to new ingredient sourcing, supply chain, ingredient validation, and product development in close collaboration with our team and external partners.
• Lead nutritional testing, labeling, and reporting efforts for our products.
• Design and conduct product development experiments to support overall goals of the business, including recording data, record keeping, and product specifications.
• Conduct benchtop and early stage production by making/cooking/preparing samples, addressing quality control issues and tracking and resolving food production issues.
• Conduct design, and plan plant-scale up trials for later stage production related to the design and development of our production pilot facility in collaboration with our engineering team and consultants.
• Support design and development of new processing line equipment and new production facilities.
• Coordinate contract manufacturing efforts for the company.
• Coordinate R&D efforts in collaboration with our engineering team.
• Support food science efforts overall including assistance with fundraising, media inquiries, and partnerships as necessary.
• Mentor other team members with company wide projects.
• Develop and maintain facility food safety and quality plans.
• Work with company Operations department to develop food safety and quality training programs for production workers.

Innovation & Waste Reduction Responsibilities

• Maintain product and R&D science and engineering needs assessments.
• Design experiments (DOE) to determine optimal production processes, equipment and formulations.
• Support multiple experimental food production projects as necessary.
• Propose and execute new food science and product development projects in response to customer demand, bottlenecks in production line engineering, and small-scale production.
• Actively evaluate projects and work functions for efficiencies, such as wasted time, effort, resources, products,
• Propose waste reduction opportunities for recommendation.
• Implement waste reduction efforts; track effectiveness.

Skills and Experience Requirements: Candidates for this position should have some or all of the following credentials:

• Bachelor of Science degree in Food Science or food engineering or similar degree is required. Advanced is degree in food science or engineering highly desirable.
• 5-7 years working in the food industry (or more), preferably leading product development and/or food production. 5+ years in a leadership position leading a food science teams.
• Aptitude for technical leadership, project management and desire to work in dynamic and fast paced environment.
• Experience managing short and long-term food related projects and coordinating with internal employees and external suppliers, vendors, and consultants.
• Experience with food engineering, production, and with general food regulatory requirements.
• Willing to travel up to 50% of the time to support R&D and food production projects, if necessary.
● Flexible, driven problem-solver who is passionate about food and able to juggle multiple large projects at once.
● Willing to apply creative solutions to solve workflow bottlenecks; seeking a focused problem solver.
● Certified in FSPCA PCHF and GMP, other food safety or quality certifications are a plus.
● Enjoys working with people of diverse backgrounds and experiences.
● Familiarity with federal food regulations such as the National School Lunch Program guidelines is a plus.
● Physical Requirements: This position requires standing for long periods, manipulating objects with hands, seeing, smelling, tasting, and touching. The position requires lifting objects weighing up to 50lbs. The noise level in the environment is moderate to loud due to the nature of the equipment used for production.

Position Type/Expected Hours of Work: This position regularly requires long hours and may require weekend or after-hours work.

Highly Desirable Skills
● Interest in the plant-based meat industry
● Experience in the food industry

Physical Demands: Ability to stand for long periods of time, stoop, kneel, and reach regularly. Ability to lift, push, pull up to 50 pounds.

Location: Greater Seattle area & West Seattle. This position will briefly be located in part at a home office, but will quickly transition to our facility being set up in Seattle.

How to apply: Please submit a resume and cover letter explaining how your experience fits the skills needed in this position to apply@rebellyous.com. We are seeking to hire for this position immediately.

Salary and Benefits: Salary is commensurate with experience. Rebellyous Foods offers vacation/PTO during the calendar year. At this time, as a small start-up, we do not yet offer health insurance benefits.

Non-Discrimination and Anti-Harassment Policy: At Rebellyous Foods, we aim to attract the most qualified and creative problem-solvers to the mission of providing sustainable, affordable meat alternatives. In achieving that goal, Rebellyous Foods does not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of our operations. Women, minorities, people of color, and those with non-traditional educational and experiential backgrounds are encouraged to apply. Further, we are committed to providing an inclusive and welcoming environment for all members of our staff, subcontractors, vendors, and clients. Discrimination or harassment in any form or based on any of the above factors is prohibited, as is retaliation against a person who has made a complaint or given information regarding possible violations of our policy.