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 and retail grocery markets to replace animal-based meat on a large scale. We achieve this through the design, development, and implementation of new production equipment, methods and systems for enhanced plant-based meat production.

Rebellyous Foods is seeking a conscientious, flexible, and detail-oriented Quality Assurance Food Scientist to support the food safety and quality programs for plant-based meat reporting to the Director of Product Development. We are seeking team members who enjoy making a difference, being a part of a high-performing team, and who take pride in working in a fast-paced, constantly changing startup environment, and who thrive working in an intensive manufacturing work environment. These mission-focused and dedicated individuals will work collaboratively with several departments to strategically grow the company.

Flexibility, hard work, and keen follow through are critical to success for employees in a startup environment. Frequent after hours and weekend work is required. Working at Rebellyous is an extraordinary opportunity to get in on the ground floor with a fast growing, mission-focused start-up and to help build the company.

Core Responsibilities:
- Execute all duties and responsibilities of facility SQF practitioner, including maintaining paperwork and audit preparation.
- Define, implement and maintain a comprehensive quality assurance metrics system for new and current in-use processing of products and processes.
- Write food processing guidelines for new and in-use production methods.
- Serve as the liaison between the Equipment R&D (ER&D) and Product Development (PD) teams to quantify the success of new and current products and production methods and establish the testing of metrics.
- Serve as the liaison between the ER&D team and Production Team to implement new production methods as they become available.
- Lead and execute Environmental Monitoring Program, including adjusting program as needed to optimize for a safe food production environment.
- Supervise implementation of sanitation program and change as needed for new processes; approve and maintain sanitation logs.
- Administer ATP and APC Swabbing Program, adjust program as work flows change.
- Supervise and implement QA Sensory Evaluation Program.
- Participate in regulatory audits for SQF or other governing body visits.
- Assist Product Development and Engineering R&D as needed with benchtop and early stage production by making/cooking/preparing samples, addressing quality control issues and tracking and resolving food production issues.
- Support and grow company safety initiatives.
- Establish and maintain special quality and food safety programs and certifications for the facility, products, and/or production lines.
- Manage and execute special projects as assigned in support of food production or R&D efforts.
- Monitor employee training requirements; create or source additional training material as needed to maintain a safe working environment and optimize for food safety; administer training as needed.
- Keep up-to-date with food safety regulations and ensure that Rebellyous is following all required laws and regulations.
- Analyze numerical, quantitative and qualitative data sets to effectively evaluate success in meeting standards, identify trends and track metrics and report on results in a timely fashion to meet production and research needs.
- Frequently report to larger team and management on SQF, quality, safety and similar programs overseen in this position.
- Support execution of Production Team training for both new and existing employees.

**Qualifications:** Candidates should have the following credentials:
- Bachelor of Science degree in food science, microbiology, chemistry, or similar degree is required. Graduate degrees or continuing education are highly preferred.
- Two or more years experience in the food industry, preferably in food manufacturing.
- SQF practitioner experience or training highly desired.
- Experience in oversight of all food safety programs, sanitation, environmental monitoring, quality assurance.
- FSMA FSPCA or HACCP certified.
- Superior data and informational analytical skills required Coursework in numerical analysis highly preferred.
- Enjoys working with people of diverse backgrounds and experiences.
- Exemplary leadership skills (no exceptions).
- Compassionate people-management skills at all levels.
- Commitment to safety and supporting company safety initiatives.
- Strong attention to detail and a commitment to excellence.
- Experience in a start-up environment is highly desirable.
- Mission focused. Our company works to end factory farming.
- Excellent communication skills – written and verbal.
- Flexible and willing to take on any tasks to support team efforts.
- Good research skills and highly organized.
- Must operate with a sense of urgency and attention to detail.
- Capable of making decisions independently and exercising excellent judgment.
- Handles confidential information with discretion.
- Strong work ethic, integrity and personal accountability.
- Proficiency in G-Suite applications as well as MS Word and Excel.
- Ability to obtain a WA state food worker card.
- Must have a valid WA State driver’s license.

**Position Type/Expected Hours of Work:** All positions regularly require long hours and can require weekend or after-hours work.

**Highly Desirable Characteristics**
- 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 35 pounds.

**Location:** Greater Seattle area. This position is located at our headquarters in West Seattle, WA.

**Salary:** Competitive. Commensurate with position and experience.

**How to apply:** Please submit a resume and cover letter explaining your skill set, experience, and interest in working at Rebellyous to apply@rebellyous.com.

**Non-Discrimination and Anti-Harassment Policy:** At Rebellyous Foods (RF), we aim to attract the most qualified and creative problem-solvers to the mission of providing sustainable, affordable meat alternatives. In achieving that goal, RF 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.