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## Position Details

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### Manufacturing Food Scientist, Corp. Mfg., Lakeland

**Job ID #:** 4078

**Functional Area:** Corporate Manufacturing

**Employment Type:** Full Time - Regular

**Work Hours:** 45 hours or more per week, primarily Monday-Friday

**Minimum Base Pay:** \$4,855.00

**Maximum Base Pay:** \$7,315.00

**Potential Annual Pay with Bonus:** \$63,115 - 95,095

**Location:** Lakeland, between Orlando and Tampa

**Business Unit:** Manufacturing

**Education Required:** Masters Degree

**Travel Percentage:** 40%

**Type of Pay:** Salaried

**Frequency of Pay:** Monthly

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### Position Description

- Evaluating and improving composition, methods of processing, storage, and distribution of Publix Manufacturing products. This includes:
  - using chemistry, microbiology, engineering, and other sciences to study the principles underlying the processing and deterioration of product
  - analyzing food content data to determine levels of vitamins, fat, sugar, protein, and other attributes for special projects including new products and
  - searching for ingredients and desirable and functional additives for use within our food products
- Ideation and innovation of new and existing products and product categories produced by Publix Manufacturing to include establishing product specifications for shelf life, formula, and critical limits for both safety and quality
- Coordinating high priority projects that involve both R&D managers and hourly associates including acting as a consultant to the R&D managers and associates with regard to questions concerning product composition, ingredient functionality, ingredient interactions, etc and
- Providing answers to technical questions, regarding ingredient functionality, interactions, product safety and shelf life enhancements from the Retail Business Unit, plant management, Manufacturing/Supply Purchasing (MSP), Publix customers, etc..

### Required Qualifications

- Masters Degree in Food Science or related field
- Five years in a food manufacturing research and development role
- Must be at least 20 years old
- Must have a valid driver license and maintain an excellent driving record
- Knowledge of food production and processing including raw materials, production processes, and quality control across multiple product categories

- Knowledge of existing regulatory requirements and emerging regulatory issues
- Ability to apply research science to emerging trends and potential changes that may impact current products and production methods
- Knowledge of ingredient functionality and interactions
- Knowledge of equipment capabilities
- Knowledge of the food industry and consumer trends
- Problem-solving and analytical skills (ability to use improvement methodology to analyze and reach a successful and effective problem resolution)
- Excellent written and oral communication skills (ability to communicate clearly, concisely, and accurately in both written and verbal form)
- Excellent organizational and time management skills (ability to think out and organize labor and material resources available; ability to handle multiple tasks simultaneously)
- Good Interpersonal skills (ability to inspire and motivate associates, work well with peers and management, handle conflicts with maturity, professionalism and objectivity; help conflicting parties reach win-win situations)
- Ability to learn new, complex ideas or concepts
- Ability to think outside the box
- High degree of self-motivation, commitment, and integrity
- Ability to perform sensory analysis on products (taste, texture, etc.)
- Creative ability to develop new products
- Professionalism (ability to remain calm in stressful situations; ability to represent Publix Manufacturing well when dealing with all levels within the organization as well as outside parties to the Company.)
- Willingness to continuously further knowledge of the food industry
- Willingness to work a variable schedule to meet the needs of the operation, which may include nights, weekends, holidays, etc. This also includes the ability to travel by air
- Must have good human relations skills (the ability to work well with others and be a team member)
- Show enthusiasm, initiative, and pride in work and a
- Commitment to Publix and our Mission.

## Preferred Qualifications

- Ph.D. in Food Science or related field
- Ten years in a food manufacturing research and development role in fresh product and dairy manufacturing
- Food manager certification (e.g. Super Safe Mark or Serve Safe)
- Knowledge of Publix structure and
- Knowledge of company and business area policies and practices.

## Benefits

- Employee stock ownership plan that contributes Publix stock to associates each year at no cost to you
- An opportunity to purchase additional shares of our privately-held stock
- 401(k) retirement savings plan
- Group health plan (with prescription benefits)
- Group dental plan
- Group vision plan
- Sick pay
- Long-term disability pay
- Company-paid life insurance (with accidental death & dismemberment benefits)
- Tuition reimbursement
- Vacation pay
- 6 paid holidays (can be used on other days)
- Free hot lunches (buffet-style) at facilities with a cafeteria
- Paycheck direct deposit
- Credit union
- Access to over 50 discount offers including discounts on computer, vehicle and wireless purchases.

## Year End Bonus

One month's pay (pro-rated in the first year) if associate remains employed through December 31.

## Other Compensation

NA

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