
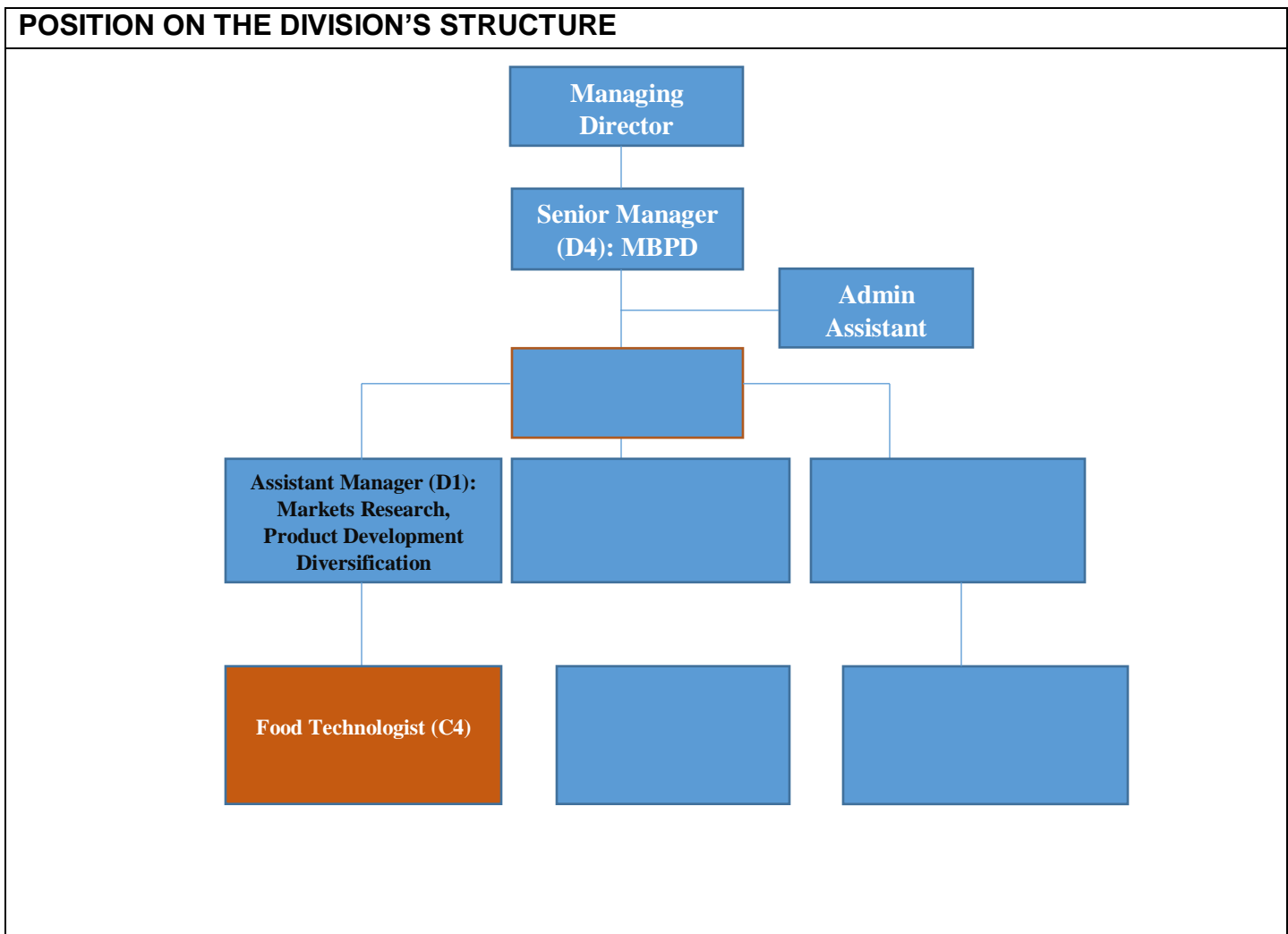


JOB DESCRIPTION FOR/HR/34	EFFECTIVE DATE: 1/04/2018	
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POSITION TITLE:	Food Technologist
GRADE:	C4
REPORTING TO:	Assistant Manager: Market Research, Product Development and Diversifications
DIVISION:	Market Research, Product Development and Diversifications
SUBORDINATE (S):	
DATE REVISED:	November 2023



PURPOSE OF THE POSITION

To coordinate and implement all activities related to research and development, product development, design, and testing of AMTA products. This position supports development of food products by assisting in all stages of the product development process at AMTA. This includes, conducting market research activities aimed at analyzing and understanding market trends, product trends, product performance in the market, and identifying business opportunities, new impactful projects, product improvement, product diversification, and market development, market entry diversification and market share expansion and making recommendations thereof, working at the lab bench, in the pilot plant, and in production. The Food Technologist will be responsible to advise the Assistant Manager: Market Research, Product development and Diversifications.

He/she will collaborate with the operations division and relevant stakeholders to formulate and ensure the implementation of strategic business development and market and product development, as well as to supports the activities and performance of all business operations.

PERFORMANCE SPECIFICATION			
No.	Key Performance Area	Key Tasks	
1	Research and Product Development Innovation	1.1	Establishes appropriate benchmarks for AMTA performance against leading competitors.
		1.2	Assist in the identification and creation of a strategy for implementing appropriate world class practices.
		1.3	Make recommendations for improvements or alterations to existing MRPDD systems and processes and assist in their implementations if they are found to be in the interests of improved efficiency.
		1.4	Analyses trends and implements actions to ensure optimal process and performance standards.
		1.5	Manage the design, development, testing and commissioning of products.
		1.6	Continuously work to improve AMTA's strategic alignment with market demands by researching new trends and methods of value addition (Agro-processing).
		1.7	Establish packhouses and other value addition infrastructure at the required facilities.
		1.8	Oversee Research activities to enhance business
		1.9	Promote innovation and technological advancement to support business activities

2	Statutory Provisions	2.1	Applies scientific and engineering principles in research, development, production technology, quality control, packaging, processing, and utilization of foods: Conducts basic research, and new product research and development of foods.
		2.2	Develops new and improved methods and systems for food processing, production, quality control, packaging, and distribution.
		2.3	Studies methods to improve quality of foods, such as flavor, color, texture, nutritional value, convenience, or physical, chemical, and microbiological composition of foods.
		2.4	Develops food standards, safety and sanitary regulations, and waste management and water supply specifications.
		2.5	Tests new products in test kitchen/labs and develops specific processing methods in laboratory pilot plant, and confers with process engineers, flavor experts, and packaging and marketing specialists to resolve problems.
3.	Organisational Business Integration and Coordination	3.1	Assist in the development and implementation of consistent practices of the strategic framework across multiple business functions in the organization to support the delivery of the goods and services obligations of the Agency to its customers and stakeholders.
		3.2	Continuously engage and interact with division leaders to ensure the specialized project goals are achieved through periodic assessments, value chain analysis, scenario planning, performance analysis and adherence to targets.
		3.3	Ensures that appropriate business systems are in place and operating effectively to deliver quality and accuracy in all aspects of the planning and implementation of business operations.
		3.4	Drive corporate and integrated business strategy coordination to enhance business and integration
		3.5	Manage and coordinate product development strategies, operations and information management, marketing and service management

4.	Business Intelligence	4.1	Work with the research team to develop and manage an up-to-date understanding of the macroeconomic environment over the agreed plan period, using the information to consider the implications for existing and new sectors.
		4.2	Undertake key research to understand the Business and project drivers of sectors, customers and potential opportunities.
		4.3	Handle any customer complaint, investigations or product issues.
5.	Business Development and Planning	5.1	Develop and lead sector and client business plans in line with the divisional plan and AMTA strategic plan.
		5.2	Adjudicate the inclusion of new opportunities for the benefit of AMTA sustainability.
		5.3	Analyse the customer base across AMTA to establish a common approach to retention and growth.
		5.4	Enhance operational staff business development capabilities and work with them to achieve their work targets
6.	Strategic Effectiveness	6.1	<p>Execute of the AMTA's Market Research, Product Development and Diversification objectives in line with the ISBP</p> <ul style="list-style-type: none"> - interpreting the strategic business objectives and policy objectives set by Executive BDS - formulating the AMTA's Market Research and Product Development blueprint framework - advising and implementing approved Product Development and Diversification strategies
		6.2	Implement policies at MRPDD level and directs the work activities and manage individual performance of staff members.
		6.3	Prepare and submit timely monthly timely monthly, quarterly and annual reports.
		6.4	In collaboration with NSFR and FPBH identifies and advise areas for business expansion.
		6.5	Assist to develop and manage the business expansion strategy to ensure the diversification of services for value addition

POSITION SPECIFICATION FOR POSITION

Minimum Qualifications & Experience Requirements:

1. Honors Degree (NQF level 8) in Food Science, Food Nutrition, Product Development / Design or related with four (4) years relevant experience or
2. Bachelor's degree (NQF Level 7) in Food Science, Food Nutrition, Product Development / Design or Related from a recognized University with five (5) years relevant experience or equivalent qualifications.
3. At least four (4) years' practical experience in research, product design, formulation, product development preferably in a food production factory or laboratory (bio-chemical, biology or biotechnology).
4. Knowledge of relevant food safety legislation, ISO:17025, HACCP and the current BRC quality standard experience of microbiological schedules and results interpretation.
5. At least 1-year supervisory experience in food technologies production lines.
6. Knowledge of Chemistry and/or Chemical Engineering will be added advantage.
7. Knowledge and understanding of the Agricultural horticulture sector will be added advantage.
8. Outstanding needs analysis, and planning skills. Excellent data analysis and interpretation skills.
9. A pro-active self-starter who can operate both individually and as part of a team.
10. Valid Driver's license.

KEY PERFORMANCE AREAS

1. Statutory Provisions
2. Research and Product Development Innovation and diversifications

KNOWLEDGE, SKILLS & ABILITIES

KNOWLEDGE:

1. In the development of new products, modifying of existing products and processes related to product development.
2. In safety and quality control procedures from the raw material stage through to the finished product research current consumer markets and latest technologies to develop new product concepts.
3. In selection of raw materials and other ingredients from suppliers for product development and formulation
4. In product costings based on raw materials and manufacturing costs to ensure profitability of products
5. In running trials of new products, coordinate launches of new products
6. In dealing with customer complaint investigations related to product quality etc.
7. In compiling, check and approve product specifications and labelling.
8. In undertaking long-term projects with other departments, such as reducing waste by improving efficiency.
9. In packaging innovation and technologies
10. In conducting experiments and produce sample products
11. In designing processes for machinery production lines in making products with a consistent flavor, color and texture in large quantities
12. In building relationships with suppliers and customers

SKILLS & ABILITIES

1. A genuine interest in science and how it is applied to food.
2. High standards of cleanliness and the ability to adhere to strict hygiene rules.
3. Excellent attention to detail
4. Strong written and verbal communication skills
5. Leadership qualities
6. People and team working skills.
7. A flexible approach to working.
8. Numeracy and problem-solving skills
9. Good organisational ability and time-management skills
10. An awareness of the consumer market.

OFFICE/FIELD WORK:

70% Office Work
30% Field Work

DEGREE OF SUPERVISION AND WORK CLASSIFICATION:

- The fundamental reason this classification exists is to initiate activities to drive the product development of AMTA. Additionally, this position is responsible for research, product development, design and testing of AMTA products as part of carrying out the mandate of AMTA in MRPD&D.
- This position may act as Chairperson for certain committees and could be a member of various committees.
- The incumbent of this position may from time to time be delegated other functions and responsibilities within the department and AMTA.

APPROVAL (SIGNATURE REQUIRED):

	NAME	SIGNATURE	DATE
Incumbent			
Ad Interim Managing Director	Percy W Misika		

Job Description Disclaimer:

The statements included in this document are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and/or skills required of all personnel so classified