

Campden BRI (Chipping Campden) Limited

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Campden BRI (Nutfield)

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Job Profile

Sensory Manager

Based at Nutfield, Surrey

For enquiries concerning this job, please contact:

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Campden BRI provides scientific, technical, and legislative support to the food, drinks and allied industries worldwide. The practical application of technical excellence lies at the heart of all that we do and is supported by our industry-leading facilities, expertise and knowledge.

From analysis and testing and operational support to knowledge management, all our activities are built on an extensive programme of research and innovation steered by industry to ensure maximum commercial relevance.

We provide services to companies all along the supply chain, but offer discounts, access to expert advice and other benefits for those that come into membership. Many of our clients are major blue chip companies and household names.

Locations

The Campden BRI Group operates from two sites in the UK and a third in Hungary. The role as advertised will be based at the Surrey site but could require from time to time travel to other Group sites.

The site in Chipping Campden employs 300 full or part-time staff. A further 50 staff are employed at the site at Nutfield, Surrey and 30 staff are employed at our site in Budapest, Hungary.

Department

Our commercial success has also been reflected in our Brewing Services Department, which is internationally recognised for its expertise in the provision of technical services and research to support the brewing and beverages sector. Its reputation has grown steadily over the past decade, notably as a result of successful work for the public and private sectors with the ability to provide an integrated package of technical support with sectorial advice and expertise for the interpretation of data. Our **Sensory Group** is a key part of this department and going forward, we are looking at building and growing the department. The successful candidate will therefore be enterprising and commercially aware to work with the Head of Department and colleagues across Campden BRI to achieve this aim.

The sector focus for the Department is alcoholic beverages (beer, cider, wine and spirits), but we also work with raw materials such as hops and malted barley, as well as with soft drinks. The Brewing Services department covers a broad range of technical support activities including **Sensory**, but also includes process engineering, microbiology, training as well as work in our pilot brewing and malting facilities to support clients with NPD and research projects. The Department also provides specialist trouble-shooting around issues such as taints and hazes.

Overall purpose of position:

To oversee and manage the running of the Sensory Group; to deliver sensory services to clients in the alcoholic beverage industries; to expand the group's brand profile and identify opportunities for expanding the business.

Duties and responsibilities:

- Project management and delivery
- Management and delivery of projects including reporting
- Maintaining a leading knowledge of developments in sensory science and developing own technical expertise in sensory science and sensory statistics
- Providing specialist sensory skills to offer advice, consultation and support for projects and interpretation of data
- Handling client enquiries relating to sensory techniques and data
- Business development and external marketing and sales

- Developing projects on sensory data for clients
- Identifying other opportunities for business growth and submitting project proposals
- Expanding the group's brand profile and representing Campden BRI on sensory committees

Developing and delivering training courses and lectures in sensory science, Financial and budgetary management for the group, Staff management including development, motivation and efficient utilisation. Ensure operational efficiency through resource management and work practices. Implement required systems of business management (including H&S) control

Qualifications and competencies

- Degree or equivalent experience in relevant subject
- Ability to taste beer and other alcoholic beverages (training will be given as required) to be recognised as a sensory expert for the alcoholic beverage industries
- Proven effectiveness in managing timely and cost-effective delivery of technical services/research outputs
- Competence in team leadership and management of staff and resource utilisation
- Commercial and financial awareness relevant to the marketing and selling of services
- Well-developed communication skills – upwards, downwards and outwards
- Effective teaching and training skills
- Competence in managing research projects

Key skills

1. Communications

- Verbal and written client facing communication to impart and discuss technical and commercial detail with audiences having both specialist and non-specialist knowledge.
- Proactive communication of information to the HOD and cascading information and instructions to team members.
- Giving formal presentations at conferences, training events and client meetings.
- Ability to communicate statistical concepts and outputs to different types of audiences

2. Analytical Skills & Creativity

- Ability to statistically analyse and interpret complex sensory data and draw business-relevant conclusions
- Skilled at problem solving and troubleshooting with regards to aspects related to study planning, experimental design, statistical analysis and data interpretation
- Analysis of financial, business and technical information and development of plans based on these inputs.
- Ability to assimilate multiple information streams and opinions to make sound decisions/recommendations and offer a structured approach to problem solving.
- Ability to balance longer term objectives and deliver against shorter term deadlines with variable notice periods.

3. Management of Activities

- Responsibility for operational activities within the group including work allocation and delegation, cost control and service quality.
- Project management and technical quality of the group's work.
- Coordination of group delivery against financial, technical and managerial targets
- Ensuring compliance against business management requirements

- High level of competency at planning, managing and delivering projects to meet objectives, timescales, deliverables and financial targets
- Ability to manage and prioritise a number of concurrent activities in order to achieve deadlines

4. Management of People

Divisional Director – Head of Department – JOB HOLDER – Team members.

- Direct reports - group team members and sensory panel
- Total of 2 reports in group plus sensory panellists. Responsible for appraisals, ongoing performance review, training and development of direct reports

5. Management of Finance & Resources

- Responsible for generation of annual income to meet agreed targets
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- Responsible for maintenance and development of the group's facilities

6. Autonomy & Accountability

- Working primarily under the supervision of the Head of Department but with general autonomy for decisions based on project-related and client-based activities within group scope
- Empowered to initiate and contribute to departmental activities outside direct group focus following consultation with line management
- Responsible for implementation and management of corporate activities and legal requirements within the group
- Accountable for the group's performance in relation to financial targets and technical and service delivery/quality

7. Working Environment

Primarily based at Nutfield site but requirement for travel in the UK as well as abroad.

Pay and benefits

Salary:	From £31,540 pa (Salary will be commensurate with experience)
Grade:	G4
Holidays:	25 days per annum
Pension scheme:	Campden BRI operates a pension scheme
Training:	Campden BRI is committed to ensure all staff receives appropriate training to support their job function and business needs.
Health:	Campden BRI operates a private medical insurance scheme and also operates a ' permanent health scheme ' if you are unable to continue work for health reasons, and a ' death in service ' scheme

Further Information

If further information is required, please visit our website www.campdenbri.co.uk