

Job Description: Senior R&D Manager – Product Innovation & Quality

Location: Greater Noida

Reporting To: Head of Operations

Industry: FMCG – Bakery, Chocolate & Confectionery

Role Overview

Oroos Confectionery is seeking an accomplished and visionary **Senior R&D Manager** to lead the **Research, Development, and Quality** functions across its expanding product portfolio — including **cakes, chocolates, and snacks**.

This leadership position involves driving **innovation, technical excellence, and quality enhancement** across multiple categories to deliver differentiated, scalable, and consumer-relevant products.

The ideal candidate will bring **solid international exposure**, the ability to **work across diverse product types**, and a **flair for innovation** that combines creativity with technical rigor.

He/she will lead a team of **5–10 professionals** across R&D and Quality, ensuring that Oroos products meet world-class standards of taste, stability, and compliance.

Key Responsibilities

1. Product Innovation & Development

- Lead ideation and execution of new product concepts in cakes, chocolates, and snacks aligned with business strategy and market trends.
- Drive continuous improvement of existing product lines with focus on taste, texture, and shelf life.
- Develop scalable formulations using functional ingredients such as emulsifiers, proteins, hydrocolloids, and natural flavors.
- Benchmark Oroos innovations against international bestsellers and global food trends.

2. Technical Leadership & Scale-Up

- Lead all technical aspects of R&D — from lab prototypes to full-scale factory trials.
- Collaborate with production, process engineering, and packaging teams to ensure seamless industrialization.

- Establish robust SOPs and documentation for repeatable product quality across batches.
- Solve complex formulation challenges such as fat migration, moisture balance, and packaging interaction.

3. Quality & Food Safety Oversight

- Provide strategic direction to QA and QC teams to ensure product safety, consistency, and compliance.
- Oversee implementation of FSSAI, HACCP, GMP, and internal quality frameworks.
- Champion zero-defect production, advanced traceability, and continuous quality improvement initiatives.
- Lead audits, supplier evaluations, and corrective action programs.

4. Ingredient, Technology & Vendor Development

- Identify and qualify new ingredients, flavors, coatings, and inclusions to support product innovation.
- Evaluate and onboard global suppliers and technology partners for differentiated product development.
- Maintain ingredient specifications and ensure sustainable, compliant sourcing.

5. Cross-Functional Collaboration

- Partner with Production, Marketing, Procurement, and Supply Chain to align new product concepts with business goals.
- Support Marketing with technical inputs for product positioning, nutritional claims, and packaging communication.
- Work with Factory and Engineering teams to ensure process optimization and consistent quality post-launch.

6. Team Development & Leadership

- Lead, mentor, and develop a high-performing team of 5–10 professionals in R&D, QA, and QC.
- Build a strong culture of innovation, accountability, and collaboration within the technical team.
- Identify and develop future technical leaders through coaching and skill-building programs.

7. Strategic & Global Outlook

- Bring a global perspective on confectionery and bakery innovations, consumer trends, and ingredient technologies.
 - Benchmark against international markets and adapt global concepts for Indian consumers.
 - Drive innovation pipelines that balance creativity with commercial viability.
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Qualifications & Experience

- **Education:** B.Tech / M.Tech in Food Technology, Food Science, or allied discipline.
 - **Experience:** 10–15 years in R&D and Quality within FMCG / Bakery / Chocolate / Snack industry.
 - **Team Leadership:** Proven experience managing multidisciplinary teams of 5–10 members.
 - **Global Exposure:** Demonstrated experience in working with international suppliers, technologies, or markets.
 - Successful track record of launching products from concept to commercial scale.
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Key Skills & Attributes

- Strong technical foundation in bakery, chocolate, and snack formulation science.
 - Deep understanding of ingredient functionality and processing parameters.
 - Proven ability to innovate within shelf-stable and indulgent product categories.
 - Leadership presence with creative problem-solving and analytical strength.
 - Excellent communication, documentation, and cross-functional coordination skills.
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What We Offer

- Opportunity to lead R&D and Quality for a high-growth FMCG brand spanning multiple confectionery categories.
- Access to modern production facilities and advanced automation technologies.

- Freedom to innovate and shape the next generation of bakery and chocolate products.
- Leadership visibility and ownership of innovation roadmap within a fast-scaling organization.