

**Hershey's – Senior Product Development Manager, Asia (Chocolate / Sugar and Refreshment)  
Based in Shanghai  
Attractive Salary + Benefits**

Hershey's is a leading snack food company and the largest North American manufacturer of quality chocolate and non-chocolate confectionery products. Within Asia, Hershey's has a business size of around \$1 billion and the company have a global ambition to double revenue on an international scale over the next few years. As part of their global expansion plan and huge success in Asia, Hershey's is now setting up an R&D centre in Shanghai to provide support for its Asian global operations.

*Job responsibility:*

Reporting to the Director, Asia Research and Development, the Senior Product Development Manager will lead product development efforts to launch and grow the Hershey's Chocolate/Sugar and Refreshment business globally with a focus on the Asia region. The Sr. Manager will accomplish this by:

- Partnering with the Asia R&D Center Director, the Chocolate/Sugar Strategic Business Unit (SBU) leaders and Asia region leaders to determine the strategic direction for sugar and refreshment products for the Asia region
- Leading a staff of two Sr. Research Scientists and a Technician with additional positions expected in the future; work with direct reports to determine goals, deliverables and timeframes for projects
- Setting priorities for programs and allocating all resources for programs
- Working closely with Marketing, Manufacturing/Operations, Engineering, and Quality to ensure that programs meet business needs
- Ensuring project execution by coaching teams, removing barriers and assuming overall accountability for efforts
- Developing and managing relationships with business partners (internal and external), and both supply side and branded products companies; manage product development relationships with these departments/companies and report progress to senior management
- Collaborating on budget development for programs and managing the budget with the Director and the other Sr. Managers, making appropriate tradeoffs to ensure maximum return on investment

*Minimum Requirements:*

- Masters degree or PhD in Food Science, Food Engineering, or a related field. A strong understanding of the principles of food chemistry and food ingredient functionalities during food processing is strongly desirable.
- 5-10 years of experience in chocolate, sugar confectionery, or snack product development. Advanced knowledge of Good Manufacturing Practices (GMP), analytical techniques is a desirable.
- Skills in experiment design and using statistical analysis tools are strongly desired.
- Excellent written and verbal communication skills in Mandarin Chinese and English
- Strong management, coaching, and leadership skills
- Strong conflict resolution skills
- Effective strategic thinking skills with ability to integrate functional/regional strategy with corporate vision/strategy
- Advanced problem solving and evaluation capabilities
- Proven decision-making skills and sound judgment
- Ability to collaborate across regions, departments and all levels of the organization

- Significant experience operating laboratory, pilot plant and plant equipment and possess excellent math and computer skills.
- Approximately 25% travel required, primarily within the Asia region, but including occasional international travel to United States.

Posting Deadline: April 20, 2012

Contact:

Laura Stockman, Email: [lstockman@signium.com](mailto:lstockman@signium.com)

Ken Woodruff, Email: [kenwoodruff@hersheys.com](mailto:kenwoodruff@hersheys.com)