

**Hershey's – Senior Research Scientist (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 operations.

*Job responsibility:*

Reporting to the Senior Product Development Manager Asia (Chocolate / Sugar and Refreshment), the Senior Research Scientist will provide project leadership by leveraging knowledge and experience to drive the Chocolate, Confectionary and Snacks division. The Senior Research Scientist will lead product innovation and growth for global locations with a focus on the Asia region. The candidate will accomplish this by:

- Undertaking research and development projects of major importance, complexity or scope
- Developing new Chocolate/sugar and refreshing products and processes
- Actively participating in the innovation process with the Chocolate/Sugar Strategic Business Unit and Asia Region
- Participating in and leading project design and methodology
- Problem solving through application of knowledge and original thinking
- Ensuring project execution and technology transfer
- Observing, recording and evaluating experimental data to draw conclusions
- Preparing project reports and presentations
- Supporting technical capabilities of vendors of ingredients
- Providing leadership and instruction to Technical Support employees

*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.
- 0-5 years of experience in food industry with knowledge of Good Manufacturing Practices (GMP), analytical techniques, and research methodology.
- Ability to work independently and as part of a team in a fast paced growth orientated business.
- Skills in experiment design and using statistical analysis tools are strongly desired.
- Excellent written and verbal communication skills in Mandarin Chinese and English
- Strong conflict resolution skills
- Advanced problem solving and evaluation capabilities
- Ability to collaborate across regions, departments and all levels of the organization
- Approximately 25% travel required, primarily within the Asia region, but including occasional international travel to United States.

Posting Deadline: April 20, 2012

Contact:

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