

<b>Position Title:</b>	Global Sensory Program Leader
<b>Reference code:</b>	
<b>Functional Area and Department</b>	Global Sensory & Consumer Science Innovation & Technology Development CSuO
<b>Position Grade:</b>	
<b>Position Holder:</b>	
<b>Location:</b>	Leuven
<b>Reporting to (Job title):</b>	Global Director Sensory & Consumer Science
<b>Date:</b>	2017, May 30 <sup>th</sup>
<b>Apply to: Alessandra Russo - People Business Partner - e-mail: <a href="mailto:alessandra.russo@ab-inbev.com">alessandra.russo@ab-inbev.com</a></b>	

As part of the Global Sensory and Consumer science group, you will set up adequate internal and external sensory capabilities to support Global Innovation and Strategic projects. You will provide relevant and actionable sensory support to S&CS project leaders, Pack, Product and Process development teams. You will define appropriate combination of product space and method to be used to answer research questions. You will also lead sensory capabilities and methodologies development/ automation for the 9 zones and top 12 countries.

### Purpose of the Job

- ◆ Collaborate with cross-functional teams, define sensory research set up to answer research questions, plan and execute data collection, analyze data and communicate results and insights to internal stakeholders.
- ◆ Plan and organize sensory evaluation at our External Trained panels and lead one internal stability and exploration panel.
- ◆ Develop and execute relevant training exercises and maintenance of panel, design and execute research studies such as descriptive or fast profiling methods, over time characterization, discrimination test, attributes generation, product stability assessments...
- ◆ Define and monitor worldwide panel maintenance program for descriptive and over time sensory characterization. Coach and Train zone panel leaders.
- ◆ Benchmark, roll out best practices, pilot, develop and standardize new methodologies
- ◆ Sustain and develop external networks of experts, suppliers, universities through conferences, bibliography and adhoc visits...
- ◆ Use interpersonal and communication skills to communicate clearly, precisely and concisely in both oral and written form.
- ◆ Supervise advanced and multi-country Consumer preference and Behavior researches

## **Business Environment**

- ◆ S&CS is a multi-disciplinary function requiring expertise or access to expertise in the following fields: sensory science, beer tasting, brewing, consumer behavior, statistics and analytics, psychology and physiology.
- ◆ The job requires a disciplined and pragmatic individual with analytical but strategic and synthetic mind set with developed and proven negotiations skills. The global S&CS specialist is capable of working in cross-functional and international project teams leveraging internal and external network.
- ◆ It requires building and maintaining strong corporate partnership with other Global and Zones R&D functions Insight and Innovation teams.
- ◆ Ability to succeed in a target-oriented environment in which priorities, project scope and time schedules will be set and adjusted in order to meet often challenging business demands.
- ◆ Significant travel is required (short and long distances).

## **Leadership and Functional competencies required**

### **Education**

- ◆ BS or Master degree in Sensory & Consumer science or Food Science & Technology with strong emphasis on Sensory and Consumer Science.
- ◆ Fluency in English (written/spoken), other language skills constitute an additional asset.

### **Experience and Functional competencies**

- ◆ At least 1 year FMCG experience in S&CS related role.
- ◆ Specific data collection software skills both in using and programming (Eye questions, Fizz or Compusense)
- ◆ Stats data analysis softwares knowledge: Excel stats, Spad, R, SensoMineR ....
- ◆ Good knowledge of sensory methodologies including descriptive, discriminative and scientific test design.
- ◆ Excellent analytical skills and problem solving skills. Ability to perform basic statistical evaluations: mean, standard deviation, t-test, multiple comparison tests, ANOVA and PCA.
- ◆ Strong technical understanding of S&CS results and ability to deliver a clear and simple recommendation and action plan to technical team or commercial team.
- ◆ Knowledge in beer tasting or adjacent categories (wine, spirit, cocktails, ciders, Soft drinks).
- ◆ Knowledge in brewing process and flavor science is an asset.

### **Leadership competencies**

- ◆ Strong team player, an excellent listener with well-developed negotiating and influencing skills
- ◆ Target-oriented with discipline for planning and implementation
- ◆ Demonstrated experience as a project leader with proven track record of successful delivery and implementation
- ◆ Pragmatic and strategic thinking
- ◆ Always put things in context and develop options and recommendations for the team, taking costs, time and results into account
- ◆ Act as on owner with a “hands-on” orientation
- ◆ Organizational and time-management skills are essential.
- ◆ Team building and motivational skills – need to keep panel and team members engaged, performing and motivated.
- ◆ Able to switch between tasks according to business needs and changing priorities.