



Do you want to transform an industry and help the food sector to innovate and improve processes and products?

**If the answer is yes, then please consider applying for the role of  
Bia Innovator Campus Innovation Specialist**

**The Closing Date for receipt of completed applications is: 12<sup>th</sup> January 2021 at 5pm**

This is a unique and rewarding opportunity to join BIA Innovator Campus CLG and champion the development of our game changing food innovation centre, from the ground up. BIA Innovator Campus CLG is a step change project that will transform the food entrepreneurship landscape in the West of Ireland. It addresses a seismic need for regional food workspace infrastructure (up to 40 food producers will be co-located on our Campus). It also responds to the need for accelerated innovation by realising a dynamic food innovation and incubation centre of scale. Based in Athenry, Co. Galway, BIA Innovator Campus was founded by Galway County Council, Teagasc, Athenry Community Council, Galway Roscommon Education and Training Board, Western Development Commission and SCCUL.

The Board of BIA Innovator Campus CLG are looking for an outstanding Innovation Specialist who will be mandated to deliver on the BIA Innovator Campus ambition to become the first and leading food infrastructure project in Ireland to cluster multi food sector infrastructure and support at one location, including unique specialisms in meat, dairy, consumer foods and seafood.

The Innovation Specialist will join a dynamic team to deliver seamless growth, innovation, business development and acceleration supports across 4 deliverables:

<p><b>BIA Obair</b> will have 12 food-grade production units allowing a continuum of growth from:</p> <ul style="list-style-type: none"> <li>- <b>Specialist co-working</b> food incubators (dairy, meat, seafood and multi product)</li> <li>- <b>Starter</b> units,</li> <li>- <b>HPSU growth</b> units</li> </ul>	<p><b>BIA Accelerate</b> will provide a much-needed continuum pathway structure to support food businesses to grow and scale. It will comprise a Business Engagement Zone – for entrepreneurship peer learning and mentor coaching, a Business Information Centre and a Demonstration &amp; Training Area for use as a Taste Panel lab for peer review of new product development.</p>	<p><b>BIA Eolas</b> - A dedicated learning environment that will encourage exchange and innovation, integrate key culinary offerings: accredited career training programmes, continuing education for food entrepreneurs, industry professionals, chefs, master classes for home cooks and special events. It will comprise a large demo kitchen/auditorium, a Culinary Training Centre and hot desking.</p>	<p><b>BIA Blas</b> will be a dual function showcase and training/events facility that will provide a 'Fast' network to trade buyers; service suppliers and investors. It will provide a permanent showcase of new product development emanating from across the BIA Innovator Campus and act as a central point for group activities.</p>
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## **ABOUT THE ROLE**

You will have overall responsibility for the set up and day to day delivery and operation of the BIA Eolas and BIA Obair and in terms of Quality, Technical & Innovation processes. You will be supported by two Food Technologists.

### **Development Phase (Q1 – Q2 2021)**

- Liaise with and manage our external technical consultants and contractors responsible for delivering the fit out of our co-working facilities x 4, ensuring all aspects of operation are considered and ready for opening.
- Manage the installation and testing of equipment, including understanding the capabilities of each unit and the range of product categories that can be serviced.
- Chair the Technical Sub-committee and prepare and develop all the required operational information, procedures, and processes. Health and Safety processes, Co-working protocols, SOP's/ Co-working induction /usage requirements & controls.
- Creation and achievement of key KPIs to ensure best in class standards of operation and control.
- Work with future clients of the 12 BIA Obair own door production units to help establish their operations in Bia Innovator Campus CLG, including developing improved process layouts and transitioning production (if appropriate).

### **Operational Phase (Q3 2021 onwards):**

#### Innovation:

You will manage a wide client base of multi product food companies seeking to innovate, taking companies through the process of new product development projects, manage interactions and expectations.

Using a combination of product and process knowledge, you will be responsible for the development of products from concept to delivery, using stage gate processes. Apply significant knowledge of industry trends and developments to improve market and consumer trend knowledge of our clients

- Guide clients in the commercialisation of their product development projects and implements effective solutions prior to factory trial execution.
- Execute the effective management of all the aspects of scale up trials through the supporting technologists.

#### Improvement:

You will work directly with key clients to define the product development/innovation requirements and determine solutions.

- Assist clients to implement best practice standards throughout their manufacturing processes
- Develop and lead food waste and circular economy initiatives to ensure BIA Innovator Campus and our clients achieve superior sustainability credentials.
- Ensure Quality Management and Systems Compliance and quick reactive responses to client enquiries on all aspects of product quality, food health and safety concerns.

For our overall operation, our Innovation Specialist will monitor the operational costs of the co-working units to understand consumption and where cost savings can be made on food waste, electricity, water and gas.

**Reporting structure:** You will report directly to the General Manager or key person nominated by the BIA Innovator Campus CLG Board of Directors and have responsibilities in delivering KPIs aligned with BIA Innovator Campus growth objectives.

#### **Candidate Profile:**

We are looking for an outstanding Innovation Specialist. You have a passion for the food sector and maximising the potential of food producers to in changing and challenging environments. You have the science base to work in an innovation capacity with a wide cohort of food SME's in the early stages of ideas and products.

#### **Minimum Essential Qualifications & Experience**

- Third level degree in Food Science or similar.
- NPD/Technical/Innovation/Quality Management experience in Consumer Foods - Minimum 5 years

#### **Desirable Knowledge & Skills**

- Proven track record of implementing improvement processes.
- Extensive experience in a food manufacturing environment.
- Trends experience
- Experience with Irish & UK Retailers and/or Food Service companies.
- Demonstrate successful development & launch achievements.

#### **Behaviour Competencies**

- Strong interpersonal and networking skills, a connector, with genuine interest in supporting the success of others. Passion for and understanding of entrepreneurial communities.
- Creative and Innovative but action orientated.
- A results-driven individual with a strong focus on goal setting, performance delivery and accountability with minimal supervision and an ability to adapt to changing requirements and shifting work priorities.

Candidates must have the knowledge and ability to discharge the duties of the post and if successful agree to undertake the duties attached to the post and accept the conditions under which the duties are required to be performed.

#### **Location and Term:**

The role of BIA Innovator Campus Innovation Specialist will be located initially in Teagasc, Mellows Campus, Athenry, Co. Galway, and when complete, in BIA Innovator Campus buildings.

This is a 3-year fixed term contract and is subject to a probationary period for 6 months with reviews at months 3 and 6. Flexibility will be required to work across a multifaceted site and to work evenings and weekends where required as the facility will operate 24 hours a day, 7 days a week.

#### **Character:**

Candidates shall be of good character and references shall be sought.

**Health:**

Each candidate must be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. To satisfy the requirement as to health, it will be necessary for the successful candidate, before they are appointed, to undergo a medical examination by a qualified medical practitioner to be nominated by BIA Innovator Campus CLG.

**Salary:**

This is a middle management role offering a competitive salary of €47,800p.a.

**Annual leave:**

23 days per annum

**Hours of Work:**

The normal working hours are 39 hours per week. Flexibility will be required as the wide range of duties will involve evening and weekend attendance as required.

**Driving Licence:**

The appointee must hold a full driving licence for Class B vehicles free from endorsement / disqualification and shall drive a motor car in the course of their duties, and for this purpose, provide and maintain a car to the satisfaction of the BIA Innovator Campus CLG. The appointee's Insurance Policy must cover such use and indemnify BIA Innovator Campus CLG. Travel and subsistence expense will be paid in accordance with nationally agreed rates applicable to the sector.

**Recruitment Timeline:**

- Advertisement Date – **14<sup>th</sup> December 2020**
- Deadline closes for application submissions – **12<sup>th</sup> January 2021 at 5pm**
- 1st round interviews – **From 25<sup>th</sup> January 2021**
- 2nd round interviews including a presentation – **From 15<sup>th</sup> February 2021**

**How to apply:**

Application forms can be downloaded from: [www.biainnovatorcampus.ie](http://www.biainnovatorcampus.ie) and sent to [hello@biainnovatorcampus.ie](mailto:hello@biainnovatorcampus.ie) along with your application form and scan of qualification documents. All sections of the application form must be fully complete. Application deadline: **12<sup>th</sup> January 2021 at 5pm**

**BIA INNOVATOR CAMPUS CLG IS AN EQUAL OPPORTUNITIES EMPLOYER**



Rialtas na hÉireann  
Government of Ireland



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