



# Innovation Manager

## job description



### the finer details

Which site am I based at?

YVHQ but will travel to multi sites

Which team am I a part of?

Brand Innovation

Who do I report to?

Senior Innovation Manager

Who do I look after?

Team size?

Do you have responsibility for a budget?

No

### Qualifications & Experience

#### Essential:

- ♥ **Technical Skills –**  
Expertise in product  
Formulation & sensory analysis
- ♥ **Project Management-**  
Experience in managing  
multiple product  
development projects  
simultaneously, with a focus

### The purpose of your role

Under the direction of the Senior Innovation manager, the Innovation Manager will manage the ideation, creation and development of insight led new and existing products in the yogurt, ice cream, and desserts categories for the Yeo Valley portfolio of brands.

This individual will collaborate and lead with cross functional teams to deliver cutting-edge, high-quality product concepts that are aligned with customer and business priorities.

The role requires the overall ability to be the interface of the development process with the customer and the internal functions to deliver products from Gate 0 to 3 approval and ensure a successful product handover to the Process Development teams. This requires expertise in recipe development and raw material capability alongside managing multiple critical paths

**This role is critical in shaping the future of the Yeo Valley Product Portfolio.**

#### Key responsibilities:

- ♥ To manage specific NPD projects from kitchen concept to Gate 3 approval (kitchen vs factory), ensuring the relevant stakeholders are involved at the right stage and aligned, and the business has clear visibility on the NPD agenda for each customer and the state of play on current projects.
- ♥ Coordination and management of critical paths aligned with stakeholders' key dates and stages. Ability to identify, solve and communicate problems and resolutions internally and externally. Understanding the broader impacts across the department.
- ♥ Ability to troubleshoot – address and resolve technical challenges that arise during product development, collaborating with internal teams to ensure solutions are implemented effectively
- ♥ To understand the role and requirements of Technical, Sourcing, Operations, Supply Chain and Sales & Marketing through the development cycle, and work closely with these teams to ensure each departments requirement are met, and obligations delivered.

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on meeting deadlines and managing resources effectively.

♥ **Knowledge of Ingredients-**  
Strong understanding of the functional properties of yogurt, desserts & ice cream

♥ **Teamwork –**  
Ability to work well with a collaborative, cross-functional team environment and lead in own area of expertise. Ability to encourage & lead within own team

♥ **Innovation Focus –**  
Passion for staying ahead of trends & a desire to proactively explore innovative ingredients and product concepts

♥ **Problem solving –**  
Excellent troubleshooting skills and ability to analyse complex technical challenges & implement solutions. Support & mentor team members to reach solutions

♥ **Communication -**  
Excellent verbal & written communication skills with the ability to present ideas and data clearly to technical & non-technical stakeholders

♥ **Driver's License** is essential due to multi-site locations

#### Qualifications:

- ♥ Food qualification or previous food manufacturing or catering experience
- ♥ Minimum 5 years of post-graduate experience in a food NPD role, preferably within dairy, desserts or ice cream. Ideally have some people management experience

#### Desirable Skills:

♥ To work collaboratively with Process, Technical, Sourcing and Operations teams on new products, raw materials, packaging & factory processes.

♥ To manage & track the costing from the signed off kitchen concept through to the 12-week post launch review.

♥ To advise on design for manufacture, ensuring that all operational, supply chain and technical capabilities and limitations are understood, potential issues are identified early on, and workable solutions progressed collaboratively with the relevant team.

♥ To manage sample requests from customers or internal colleagues for new business, new customers, product range presentations, entertainment.

♥ To present and discuss new concept and product ideas with the customer.

♥ To provide expertise on products in the market, food and eating trends and recipe formulation through insight led NPD, food safaris and trawls.

♥ Plans trends safaris to build insight in order to influence the concept solutions and customer brief

♥ Driving the profit for SP28 – understand how the brief impacts the business at sales, volume and margin level. In addition to overall business objectives and impacts

♥ Build innovation workshops to support category rationale and objectives to sell product ideas

♥ Commercial acumen – cost recipes and ensure they meet the cost of goods targets agreed with commercial. Ensure budgets are met and integrates with others to achieve department objectives.

♥ Liaise with current and new suppliers to source new ingredients

♥ Manage the creation of kitchen samples with a hands-on approach

♥ Responsible for ensuring your product meets the requirements of the Yeo valley food policy

♥ Liaise with technical/site for new ingredients/processes amends

♥ Tracks success of NPD launches and responds quickly to EPD needs

What good looks like for this role

#### General Profile:

The Innovation Manager is an experienced professional with both strong conceptual and practical expertise in product innovation, particularly in the yogurt, ice cream, and desserts categories. This role requires an advanced

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♥ **Industry Knowledge:**  
Strong knowledge of Brands, values & processes as adopted by the retailers.

♥ **Business Acumen -**  
Strong commercial awareness with the ability to identify & maximise opportunities while minimising costs.

#### **Personal Attributes:**

♥ **Creativity Flair & Data relevance –**  
Strong creative mindset and an ability to transform data and trends into ideas which are fit for consumers today & tomorrow

♥ **Detail-Oriented –**  
Meticulous attention to detail in both product development and documentation

♥ **Adaptability –**  
Able to work in a fast-paced environment and adjust to changing priorities & project timelines. Resilience and supporting others is key.

♥ **Analytical Thinker –**  
strong, analytical skills, capable of interpreting data to guide decision-making processes

♥ **Tenacious & “can do” attitude**

♥ **Self-driven** with a growth mindset & can use initiative

♥ **Desire** and ability to influence & drive change

♥ **Hands on** & practical approach to working

♥ **Good IT skills** -Microsoft and database systems

♥ **Influential-**  
Ability to pull cross functional teams in one direction with right

understanding of product development, market trends, and consumer needs, coupled with a strong grasp of related disciplines. The Innovation Manager will take on complex challenges in developing new product concepts or improving existing ones, working independently and receiving minimal supervision. They may be tasked with leading specific projects or managing certain aspects of broader innovation initiatives. In addition, they will be a resource for colleagues, providing guidance and sharing insights to help less experienced team members grow in their roles.

#### **Business Expertise:**

The Innovation Manager has a clear understanding of how innovation fits into the broader business strategy and integrates with other departments, including marketing, and manufacturing, to achieve departmental and organisational goals. By leveraging industry insights and aligning product concepts with business objectives, they ensure that new products are not only creative but also commercially viable. The role requires a keen awareness of the competitive landscape and market shifts to differentiate the company's offerings, as well as a deep understanding of consumer preferences and trends in the yogurt, ice cream, and dessert categories.

#### **Leadership:**

The Innovation Manager will identify and address technical and operational challenges that may arise during the development of new products, balancing short-term needs with long-term innovation goals. They will recognise how decisions impact the broader innovation strategy and adjust to ensure the success of their team and the department overall. Additionally, the Innovation Manager will play a key role in fostering a collaborative and innovative team environment, encouraging both creative thinking and operational excellence.

#### **Impact:**

While guided by company policies and strategic objectives, the Innovation Manager significantly influences the team's ability to meet targets related to product quality, timeline adherence, and overall innovation goals. Their contributions directly impact the department's capacity to bring new products to market successfully and drive consumer engagement. The role involves balancing immediate project goals with long-term innovation strategy, ensuring that their team delivers consistent results while adhering to quality and YV food policy standards.

#### **Interpersonal Skills:**

The Innovation Manager will frequently guide and influence both internal and external stakeholders, helping them adopt new perspectives or approaches to innovation. They will leverage strong interpersonal skills to build consensus, encourage collaboration, and ensure that all parties are aligned with the strategic direction of new product initiatives. Providing technical guidance to team members, colleagues, and even external partners, the role will be accountable for the performance and results of their launches, ensuring that objectives are met on time and to the highest standards of quality

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level of data and detail to make decisions

HR use

Date of last review:

Job reference no:

Job level:

Job family:

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