

## R&D Manager 研发经理

**Location:** Beijing

**Starting date:** ASAP

**Candidature Preference:** Local or international

### MISSIONS

#### 工作介绍

Take overall responsibility for the day-to-day management of the R&D team, including work allocation, performance appraisal, and capability development.

全面负责研发团队的日常管理、工作分配、绩效考核与能力提升。

Responsible for building and developing the R&D team, and defining and planning the job responsibilities for departmental staff.

负责研发团队的建设，并规划部门人员的岗位职责。

Establish and improve the product development processes, technical standards, and the formula documentation management system.

建立并完善产品研发流程、技术标准与配方档案管理体系。

Guide and participate in the formulation research, process design, and technical problem-solving for core products.

指导并参与核心产品的配方研发、工艺设计和技术难题攻关。

Track global trends in baking ingredients, technologies, and markets to maintain the leading edge of the company's products.

追踪全球烘焙原料、技术与市场趋势，保持公司产品的领先性。

Develop a deep understanding of market demands, customer pain points, and competitive dynamics; lead new product concept creation, sampling, and selling point refinement; provide technical support to the sales team.

深入理解市场需求、客户痛点及竞争动态，主导新品概念提出、打样及卖点提炼，为销售提供技术支持。

Present R&D plans and product direction to the sales team regularly, providing updates on development progress.

制定合理的研发计划，定期向销售团队介绍研发部门的研发计划与产品方向。

With over 10 years of experience, CCI FRANCE CHINE Recruitment Department supports companies in their recruitment needs and helps candidates find a professional opportunity across China.

To access more job offers, consult [ccifc.org](http://ccifc.org)

Lead the pilot testing and mass production scale-up of new products; develop detailed work instructions and process parameters; solve process and quality stability issues during mass production; optimize processes to improve efficiency and reduce costs.

主导新品的中试与量产转化，制定详尽的作业指导书和工艺参数；解决量产过程中的工艺、品质稳定性问题，优化流程以提升效率、降低成本。

Assist the Procurement Department in the selection and evaluation of core raw materials and the technical review of suppliers; drive the substitution and optimization of materials based on market conditions and cost targets.

协助采购部参与核心原料的选型、评估与供应商技术审核；根据市场行情和成本目标，推动原料的替代与优化。

Ensure all developed products comply with national food safety regulations, company quality standards, and SC (Food Production License) requirements; collaborate on technical analysis of product quality abnormalities and customer complaints.

确保所有研发产品符合国家食品安全法规及公司质量标准和 SC/食品生产许可证要求；协同处理产品质量异常及客诉的技术分析。

Be responsible for the end-to-end follow-up and technical support from initial lab development through pilot testing to full-scale mass production.

负责从产品小试、中试到规模化生产的全流程跟进与技术支持。

Be responsible for the standardization and finalization of product Bills of Materials (BOM) and formulas to ensure production consistency.

负责产品 BOM、配方的标准化与固化，确保生产一致性。

Be responsible for the optimization and upgrade of formulas and processes for existing products to enhance competitiveness and optimize costs.

负责现有产品的配方、工艺优化与升级，提升产品竞争力并优化成本。

Complete other R&D-related tasks assigned by the General Manager.

完成总经理委派的其他研发相关的工作任务。

## REQUIREMENT

### 要求

Bachelor's degree or higher in Food Science or a related field.

本科及以上学历，食品科学相关专业毕业。

With over 10 years of experience, CCI FRANCE CHINE Recruitment Department supports companies in their recruitment needs and helps candidates find a professional opportunity across China.

To access more job offers, consult [ccifc.org](http://ccifc.org)

Minimum of 5 years of R&D experience in the baking industry, with at least 2 years in a team management role.  
5年以上烘焙行业研发经验，其中至少2年以上研发团队管理经验。

Proven track record of successfully leading complete projects for new products from R&D through to mass production.  
具备成功主导新品从研发到量产全过程的完整项目经验。

Proficient in bakery science and technology, with a strong understanding of food chemistry and food laws/regulations.  
精通烘焙食品工艺学，熟悉食品化学及食品法律法规。

Excellent communication, coordination, and project management skills, with the ability to effectively drive cross-departmental collaboration.  
具备出色的沟通协调能力和项目管理能力，能够有效推动跨部门合作。

Sharp market insight and a certain level of business acumen.  
对市场有敏锐的洞察力，具备一定的商业思维。

## APPLICATION

### 申请方式

Please send your English and Chinese CV to  
请发送中英文简历至

**Bj-HR@ccifc.org**

With over 10 years of experience, CCI FRANCE CHINE Recruitment Department supports companies in their recruitment needs and helps candidates find a professional opportunity across China.

To access more job offers, consult [ccifc.org](http://ccifc.org)