

Research & Development (R&D) Specialist-Chocolate- job post

[Brockmann Chocolate Inc.](#)

Delta, BC V4G 1A3

\$52,000–\$58,000 a year - Full-time

Apply with resume (no cover letter needed): jmollica@brockmannchocolate.com

Job Title: Research & Development (R&D) Specialist

Location: Brockmann's Chocolates, Delta, BC

Reports To: Director of Operations & QA Manager

Job Summary:

The R&D Specialist at Brockmann's Chocolates is responsible for overseeing and supporting all research and development activities, ensuring innovation, quality, and efficiency in product development. This role involves creating and testing new chocolate products, managing samples, developing standard operating procedures (SOPs), assisting with quality assurance, and working closely with suppliers to maintain compliance and product integrity. The ideal candidate will have a strong background in food science, product development, and quality control, with a hands-on approach to ensuring products meet company and customer expectations.

Key Responsibilities:

Product Development & Innovation:

- Assist in the creation, testing, and refinement of new chocolate products, recipes, and formulations.
- Prepare and produce samples for internal and external review.
- Maintain detailed logs of sample trials, recipe adjustments, and feedback for continuous improvement.
- Work closely with the production team to ensure smooth scaling of new products from sample to full production.
- Collaborate with the sales and marketing teams to develop innovative products that align with market trends and consumer demands while being compliant to the regulations

Conducts product sampling for testing including microbiological testing, chocolate temper temperatures, consistency, density, piece weight, and other testing as required

Process & Documentation Management:

- Develop, update, and maintain Standard Operating Procedures (SOPs) for R&D activities.
- Ensure accurate documentation of all recipes, formulas, and process changes.
- Support the QA team in verifying that production aligns with sample specifications.

Assists with Recommendation on efficiency, line throughputs, minimum order quantities and production capacities

Quality Assurance & Compliance:

- Assist the QA team with on-floor quality analysis to ensure product consistency and compliance with food safety standards.
- Work closely with QA to verify supplier specifications, collect and review spec sheets, and ensure ingredient compliance with regulatory requirements.
- Participate in product testing, sensory evaluations, and shelf-life studies.
- Support troubleshooting of production challenges to maintain product integrity and minimize waste.

Assist with risk assessments and food safety plan validation and verification, and regulatory review for new or changed ingredients/packaging and products.

Assist with s Kosher and Organic certifications or other where required

Assists with customer specifications, internal specifications, production recipe cards, packaging guide, and product labels.

Assist with creation of Nutritional Facts Table using Mycro Gesta (asset, can be trained on it)

Supplier & Ingredient Management:

- Collaborate with suppliers to source high-quality ingredients and maintain product consistency.
- Collect and review supplier specification sheets, ensuring compliance with company standards.
- Assist in the approval process of new ingredients and packaging materials

Creation of Ingredient specification sheets and Finished products specification sheets

Manage onboarding of new contract manufacturing clients

Leads the design and approval of packaging including product labels

Arranges for packaging testing as required.

Approves and releases first orders of new packaging

Manages the commercialization process from concept to commercialization. Assists in new ingredient sourcing and approval, develops new products, reformulates changes to existing products, creates initial product specifications, arranges for and manages test runs, acts as a technical resource for production, provides ingredient lists and nutritional details, arranges for and manages first commercial runs, approves and releases first orders of new ingredients and moulds

Provides recipe information for BOM creation, recipe card creation, and raw material needs

Approves completed BOM's

Conducts shelf life testing as required for new products, creates and maintains commercialization project files, reviews and updates the program annually.

Cross-Functional Collaboration:

- Work closely with QA, Operations, and Production teams to ensure seamless product development and execution.
- Provide training and guidance to production staff on new formulations, processes, and quality standards.
- Assist with special projects related to product improvement, cost reduction, and operational efficiency.

Qualifications & Requirements:

- Bachelor's degree in Food Science, Culinary Arts, or a related field preferred.
- 3+ years of experience in R&D and product development, within the food industry (chocolate/confectionery experience is a plus).
- Strong knowledge of food safety regulations, ingredient functionality, and quality assurance principles.
- Hands-on experience in product formulation, sample preparation, and sensory evaluation.
- Excellent documentation and organizational skills, with attention to detail.
- Ability to work collaboratively across departments in a fast-paced environment.
- Strong problem-solving skills and the ability to troubleshoot product and process issues.
- Proficiency in Microsoft Office (Excel, Word) and experience with food-related software systems is an asset.

Working Conditions:

- Hands-on work in both lab and production floor environments.

Why Join Brockmann's Chocolates?

- Be part of an innovative and growing chocolate manufacturer with a passion for quality and craftsmanship.
- Opportunity to work on exciting product development projects in a collaborative environment.
- Competitive salary, benefits, and career growth opportunities within the company.

If you have a passion for chocolate, product development, and innovation, we'd love to hear from you! Apply today to become part of our team at Brockmann's Chocolates.