



Job title	<i>Business Development Chef</i>
Reports to	<i>Director of Foodservice Sales</i>
Classification	<i>Exempt Salaried Position</i>

Job Purpose

The Corporate Chef is responsible for creating innovative culinary solutions that generate sales and profitability for L.H. Hayward, Co. by supporting the product development and sales efforts of Camellia Brand, Gulf Coast Blenders, and Dagostino Pasta. This individual will work directly and collaboratively with the L.H. Hayward sales team in supporting both Retail and Foodservice lines in creating on-trend, targeted and relevant food ideas/concepts for customer presentation.

Essential Functions

- Work closely with the L.H. Hayward customer development, sales, marketing & culinary support teams to develop selling strategies, channel targets, create and test recipes/finished products and techniques for food preparations and culinary presentations, in person and electronically, for both foodservice and retail distribution.
- Provide support as a culinary consultant, providing insight through the development process, demonstrating an understanding of culinary trends, menu & product application, and recipe/finished product execution. In addition, the position requires a strong foundation in relationship (customers, industry associations), project management & presentation skills.
- Communicate ideas to various audiences in a clear and concise manner and must possess skills to understand how to build targeted profitability into new product creations.
- Obtain an adequate understanding of customers, business goals, operations, and corporate strategy while representing L.H. Hayward.
- Have a base understanding of manufacturing processes to assist in quality control processes.
- Pursue and establish appropriate relationships with significant individuals within the core customer base to promote the partnership of L.H. Hayward brands with key accounts.
- Lead research and development projects to ensure projects meet deadlines and to certify any new projects meet the criteria of the objectives set forth by the Plant Manager.
- Maintain Kitchen operations (sanitation, maintenance, & organization)



- Coordinate and execute technical cuttings
- Prepare meal samples in support of sales and partner relationships
- Coordinate with Customer Service and Marketing Department to ensure all GS1 Product Data information is up to date for foodservice distributors.
- Work in conjunction with Sales and Marketing to develop innovative Point of Sale solutions and other necessary electronic sales tools to promote sales growth.
- Collaborate with the Purchasing Manager to evaluate manufactured products to discover areas for consolidation and rationalize ingredients and packaging materials.
- Develop and maintain effective relationships with other team members, remaining flexible in assisting on multiple projects.

Performance Standards for L.H. Hayward & Company L.L.C

As a team, LH Hayward players will demonstrate the ideals of these standards as a key and integral role in reaching company-wide goals:

- Being a key contributor.
- Willing to enhance the performance of others around who request or expects my help and support.
- Developing myself into the next leader for our company.
- Dedicated to meeting the expectations and requirements of both internal/external customers.
- Is a significant contributor to the zero defects' culture.
- Continually, meets performance goals successfully.
- Can stay in the mode of learning, constantly improving your knowledge and skill.
- Is determined to find a better way.
- Dedicated to becoming the go-to person in your department with knowledge and experience others seek out.
- Consistently doing what needs to be done, no matter what.
- Strives to be the one who pushes self and others for exceptional results.
- Realizes that tasks are not necessarily accomplishment. Uses accomplishment to meet goals.
- Overcomes conflict and disagreement through skillful conversation and a desire to create a pleasant working environment. Improves skills in this area by practicing.
- Relentlessly pursues a reduction in excess costs and expenses.
- Makes your supervisor successful by being their most valuable player, with competence and unyielding pursuit of excellence.
- Makes your contribution paramount and missed when not at work.



- Owns the goals of the company as the goals of myself.
- Rejects complacency within yourself and those around you.
- Listens to and explores the ideas of others with genuine curiosity.
- Works to be the best teammate possible.

Qualifications

- High School Diploma
- Culinary Degree
- Proficient in computer skills including Microsoft Office
- Strong technical acumen
- Passion to drive higher levels of value, quality, and customer loyalty
- Strong critical thinking, problem solving ability
- Effective oral and written communication skills
- Demonstrates through action, high integrity
- Attention to details
- Positive attitude; genuine enthusiasm for work

Work Environment

This position will be outdoors and indoors.

Physical Demands

This position requires the ability to lift up to 100 lbs. and a full range of ambulatory and body movement capability and must be able to sit and walk for extended periods throughout the day. Also, adequate hearing and vision.

Position Type and Expected Hours of Work

This is a full-time position. Business office hours are Monday through Friday, 7:00 a.m. to 4:00 p.m. Weekend and after hours as needed for business needs.

Travel

Local travel required.

AAP/EEO Statement



It is the policy of L.H. Hayward & Company to provide equal employment opportunity to all employees and applicants for employment and not to discriminate on any basis prohibited by law, including race, color, sex, age, religion, national origin, disability, marital status, genetics, or veteran status. It is our intent and desire that equal employment opportunities will be provided in employment, recruitment, selection, compensation, benefits, promotion, demotion, reduction in force, termination and all other terms and conditions of employment.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

This job description is not an employment contract.

Acknowledgment

I have reviewed the above job description and believe it to be *accurate* and *complete*, and I can successfully fulfill each duty or task. Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position

Employee's Signature _____

Date _____

Supervisor's Signature _____

Date _____