

Job Title	Quality and Food Safety Specialist
Segment/Business Unit	Mars Chocolate Indonesia / PT Mars Indonesia
Function	R&D
Zone/Grade/Job Level	T1/T2
Location/Site	UJU (Makassar site – Indonesia)
Line Manager's Name	Q&FS Manager
Contact address for job applicant	mars-chocolate.careers.id@effem.com
Date	20.12.2015

Job Purpose/Overview

Answer why this job is in the organization; Why this job exists (2 or 3 sentences maximum)

Ensure Product and Raw Quality and Food Safety being the primary Q&FS partner ('the face of Q&FS') for the Value Stream, driving the quality agenda and leading implementation and governance of all Q&FS requirements, including first line incident escalation

Key Responsibilities

Please list the most important and relevant responsibilities

- 1. Leadership in (this element may be the 'flex' between T1 & T2):**
 - Responsible for the quality agenda in the value stream (coordination, management) (T2-T1)
 - Challenge the status quo: drive any required quality improvement in the value stream (T2)
 - Drive the Q&FS OGSM at value stream level (T2)
 - Q&FS lead in value stream FMOS meetings and quality reviews (T1-T2)
 - Key interface for R&D related activities within the value stream (T1-T2)
 - Communicate value stream initiatives within the R&D community (T1-T2)
 - Support the site Q&FS manager in reporting Q&FS performance to management (T2)
- 2. QMP**
 - Coordinate QMP in the value stream (CAPAs, internal audits, continuous improvement, document creation & control)
 - Implement global Mars standards into the value stream & drive to full compliance
- 3. Food safety**
 - Manage the food safety program within the value stream including achieving compliance with any required external standards (e.g. FSC 22000, GFSI)
 - HACCP lead for the value stream
 - Govern the GMP/GHP and CCP/OPRP programs within the value stream
- 4. Q&FS Incidents and Near Misses management :**
 - First line Q&FS incident management including handling escalations to experts – incident coordinator until RA1
 - Lead root cause analysis investigation of incidents & near misses
 - Lead root cause analysis investigation for near misses and incidents
 - Accountable for managing an effective corrective /preventive plan, including verification of effective implementation
 - Track & report on near misses closure
- 5. Product Quality**
 - Follow up consumer & customer complaints within value stream
 - Lead consumer & customer complaints action plan within value stream

6. Change management & trouble-shooting

- Contribute into line trial risk assessments (lead) & endorse line trial/raw material exception test forms prior to approval by site Q&FS manager
- Conduct level 2 trouble-shooting & escalate to PPI for level 3
- Represent Q&FS at handover meetings
- Reduce incidents related to change management through building capability with operations and reliability on risk assessments

Context and Scope

Complete how the job gets done and the way it operates

- Number of Associates reporting directly to this position: none
- Geography – UJU site
- Main Relationships:
 - Mars Chocolate China R&D Teams – knowledge ex-change, joint project work, CI, delivery of value leadership programs
 - MSS – joint project work, CI
 - GCST – support of joint projects, expertise exchange
 - Supply UJU and UPC – change management, project work (including CI-activities), conducting of line-trials
 - UJU PPI – change management, Project Work, Standards Delivery, incident management

Relevant Quantitative and Budget Information

Financial	NA
Staff	-
Other	Has the authority to take any measure needed to protect the consumer including stopping production runs & requiring product to be held

Job Specifications/Qualifications

State the minimum education, knowledge, skills and experience this position requires. State the physical and/or mental requirements for the role (e.g. stand for x hours, lift x weight, concentration on repetitive tasks). Please distinguish any “preferred” qualifications.

- 2+ year experience in relevant area
- High Education Degree in Food Science / Food Technology / Engineering /Chemistry / Microbiology other relevant technical discipline
- Proven technical experience in Quality Management
- Statistic

Level of role, Critical MLCs and Competencies

(Leadership & Functional/Technical)

Level of Role	<input checked="" type="checkbox"/>	Individual Contributor
	<input type="checkbox"/>	People Leader
	<input type="checkbox"/>	

- Delivers Consistent Results
- Creates Collaborative Relationships

- Develops Talent
- Engages Associates

Senior Leader

- Practices Breakthrough Thinking
- Navigates Complex Challenges

Key Supporting Competencies (4-6)

(Note: competencies selected should be job related)

- Priority Settings (50)
- Peers Relationships (42)
- Conflict Management (12)
- Drive for Result (53)
- Action Oriented (1)

(refer to <http://www.talentdevelopment.mars>)

Key Functional Competencies & Technical Skills (3-5)

(Distinguish any preferred competences at the end of the list & notate them as “preferred”)

- Product Quality Custodian
- Risk and Opportunity Identification/Management
- Performance Evaluation & Continuous Improvement

(refer to <http://www.talentdevelopment.mars>)