



ASSOCIATE DIRECTOR-APPLICATIONS DEVELOPMENT

Columbia, Maryland

Department: Applications Development
Reports To: Director –Applications Development
FLSA Status: Exempt

Company:

Martek Biosciences Corporation (NASDAQ: MATK), a local biotech company, is a leader in the innovation and development of DHA omega-3 products that promote health and wellness through every stage of life. The company's flagship products are *life'sDHA*™, a sustainable and vegetarian source of the omega-3 fatty acid DHA (docosahexaenoic acid) for use in foods, beverages, infant formula, and supplements; and *life'sARA*™, an omega-6 fatty acid produced from fungus. ARA (arachidonic acid) is the primary omega-6 fatty acid in the brain and is important for proper infant brain development and physical growth.

Job Summary:

The successful candidate will possess an excellent track record of both technical and managerial leadership. The individual will manage the day-to-day activities of the Columbia MD based team for the communication and achievement of short term goals. In addition, he/she will a) help prioritize and manage complex application projects, providing technical and strategic direction and planning for their successful completion; b) provide guidelines for problem-solving efforts; and c) optimize the allocation of group resources. An important aspect of the position is regular interaction and close collaboration with Customers, Sales, Marketing and other sites within Applications Development (Boulder, CO, Asia, etc) along with communication and collaboration with other groups within Research & Development.

Essential Duties and Responsibilities:

1. Provide leadership and supervision to an organization of highly-trained technologists and support personnel by: 1) furnishing clear, explicit job descriptions and regularly updated performance objectives; 2) defining tasks, establishing priorities, and assigning responsibilities; and 3) communicating and administering relevant company policies and procedures.
2. Manage the Applications Development team and optimize resources to meet objectives and provide leadership to advance the technical performance of the team.
3. Communicate progress both within and outside of the Development departments. Establish channels and communicate regularly with Marketing, Development and external organizations.
4. Prioritize, manage and complete projects related to applications development on schedule and within budget.
5. Initiate and manage relationships with outside organizations and consultants.
6. Provide technical support to Marketing, and Ingredients Commercialization.
7. Manage data generation, collection, interpretation, organization and communication.

Supervisory Responsibilities:

1. Supervise a group of up to ten people.

2. Manage teams and oversee complex projects.
3. Actively participate in team meetings.

Qualifications:

1. Ph.D. degree with 5+ years or MS degree with 8+ years experience in Food Science / Food Technology or related field.
2. Strong knowledge of ingredients development, product formulation and applications.
3. Strong industrial experience in food and beverage. Additional industrial experience in nutritional products, dietary supplements and/or infant formula is required for the Director position.
4. Knowledge in sensory analysis and delivery technologies/systems.
5. Excellent track record managing teams and overseeing complex projects.
6. Familiarity with food production settings, commercial and pilot plant operation.
7. Familiarity with fundamental laboratory procedures and practices.
8. Bias for action and strong problem-solving skills.
9. Excellent reporting and communication skills.
10. Strong organization and planning skills.
11. Good computer skills and knowledge of statistical and sensory analysis.

Requirements:

Physical Demands:

N (N/A) A (1 – 25%) B (26 – 50%) C (51 – 75%) D (76 – 100%)

Sitting	<u>C</u> %	Standing	<u>A</u> %
Walking	<u>N</u> %	Driving	<u>N</u> %
Bending/Stooping	<u>N</u> %	Climbing	<u>N</u> %
Reach above shoulder	<u>A</u> %	Kneeling	<u>N</u> %
Pushing/Pulling	<u>N</u> %	Crawling/Crouching	<u>N</u> %
Lifting	<u>25</u> lbs		

Computer work	<u> </u> N/A	<u> </u> Minimal	<u>X</u> <u> </u> Moderate	<u> </u> Significant
Temperature extremes	<u> </u> N/A	<u>X</u> <u> </u> Minimal	<u> </u> Moderate	<u> </u> Significant
Noise	<u> </u> N/A	<u>X</u> <u> </u> Minimal	<u> </u> Moderate	<u> </u> Significant

Travel:

Domestic 20 % International 5 %

Other Exposures/Demands:

1. Requires travel and work flexible hours.
2. Requires exposure to machines, chemicals and solvents.
3. Requires manual dexterity and eye-hand coordination for typical laboratory or pilot plant activities.
4. Requires normal range of hearing and vision.

Please submit your resume and/or application (www.martek.com) to Human Resources at jobs@martek.com. Recruiters welcome.

Martek Biosciences Corporation is an Equal Opportunity Employer.
M/F/V/D