
Junior R&D Specialist – Tea & Beverage Development

Job Description:

We are looking for a passionate and hands-on **Junior R&D Specialist** with a love for tea and beverages. This role bridges practical barista knowledge with product development, helping bring innovative tea and beverage concepts from idea to market. You will work closely with our R&D, operations, and commercial teams to ensure products meet quality, flavor, and regulatory standards while delighting consumers.

Key Responsibilities:

Product Development & Innovation:

- Assist in developing new tea and beverage products, including concept ideation, recipe formulation, and prototype creation.
- Support scale-up trials and pilot production runs.
- Ensure organoleptic standards and commercial viability of new products.
- Maintain accurate documentation of formulations, changes, and project progress in ERP systems and Excel.

Hands-On Beverage Expertise:

- Apply barista skills to test and refine recipes, brewing methods, and presentation.
- Conduct sensory evaluations to ensure optimal flavor, aroma, and appearance.

Quality & Compliance:

- Collaborate with manufacturing partners to ensure products meet specifications and quality standards.
- Support allergen control, cross-contamination prevention, and compliance with beverage/tea industry regulations.

Market Research & Trend Analysis:

- Monitor consumer preferences and beverage trends to inform product development.
- Assist in translating insights into innovative product ideas.

Cross-Functional Collaboration:

- Work with marketing, sales, and operations to align product development with business goals.
- Assist in managing project timelines to ensure on-time delivery of prototypes and finished products.

Requirements:

- Bachelor's degree in Food Science, Food Technology, Culinary Arts, or related field (or equivalent experience).



- 0–2 years of experience in product development; **barista or hands-on beverage preparation experience preferred.**
- Passion for tea and beverages, with basic knowledge of processing methods, flavor profiles, and brewing techniques.
- Strong sensory skills and attention to detail.
- **Proficiency in Microsoft Excel** and familiarity with ERP systems preferred.
- Strong communication, organization, and problem-solving skills.
- Ability to manage multiple projects in a fast-paced environment.
- Understanding of beverage/tea industry quality standards and regulations is a plus.

Benefits:

- Competitive salary and benefits package.
- Hands-on experience in a dynamic, innovative beverage development environment.
- Career growth opportunities in R&D, product development, and beverage innovation.

