

About us...

Lincolnshire



Lincolnshire Co-op, based in the historic city of Lincoln, is one of the most successful and progressive independent co-operatives in the country, with an annual turnover in excess of £300 million.

Essential Information – what you need to know

Job purpose:

- Driving innovation by developing new bakery products that align with customer preferences and market trends.
- Collaborating with Bakery and Society teams to enhance product offerings and strengthen commercial viability.
- Ensuring all new products meet quality, compliance, and brand standards from concept to commercial production.

You'll report to:

- Production Manager

Your hours

- 40 hours per week.

Your relationships:

- Colleagues within the wider Commercial teams, including data analytics, forecast and replenishment and buying teams.
- Colleagues from across the wider trading teams.
- Colleagues within the wider organisation which include People Services, Health & Safety, Learning & Development, Format and Proposition etc.
- Customers at all levels and partners from our local community groups.

What you'll bring to us:

- Proven experience in bakery NPD, pastry development, or artisan baking.
- A relevant qualification in bakery, food science, culinary arts or any similar discipline would be advantageous, but isn't essential
- Experience working in a commercial bakery environment would be beneficial.
- A passion for creativity in baking with an eye for detail and flavour innovation.
- Strong understanding of production processes and recipe scale-up.
- Excellent communication and collaboration skills.
- Knowledge of food safety legislation and product labelling standards.
- A pro-active, organised approach with the ability to manage multiple projects simultaneously.
- A solution-focused mindset and enthusiasm for continuous improvement.



Providing and supporting
valued services



Helping to grow the
local economy



Caring for our
health and wellbeing



Looking after
our local environment

Together we are...

Your Purpose – I will contribute to my team and the Society’s ongoing success in this role by...

<div>Your duties and responsibilities</div>	<ul style="list-style-type: none">- Collaborating with internal teams and external stakeholders to identify opportunities for new product development.- Creating and refining innovative bakery concepts, recipes and formulations.- Trialling and testing new products in both kitchen and production settings, adapting as needed for scale-up.- Overseeing prototype bakes and leading sensory evaluations, shelf-life tests and quality assessments.- Sourcing high-quality, cost-effective ingredients with a focus on sustainability and availability.- Liaising with suppliers to optimise formulations and ensure consistent product quality.- Ensuring compliance with food safety regulations, labelling legislation and nutritional guidelines.- Recording accurate and detailed documentation for recipes, allergens, processes and testing outcomes.- Monitoring market trends, competitor products, and consumer preferences to inform product development.- Managing critical paths and ensuring launch timelines are met efficiently.- Presenting product costings and commercial viability assessments to key stakeholders.- Enhancing existing product lines by incorporating feedback, data insights, and performance reviews.- Communicating with the bakery team to improve existing processes and recipe consistency.- Upholding high standards of food quality, hygiene, and safety at all times.- Adhering to all health and safety policies and procedures across the site.- Performing any additional reasonable duties as required by the Production Manager.
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Together we are...

- **Helpful** – we'll look for ways to make a difference
- **Inspiring** – we'll help everyone be the best they can be
- **Trustworthy** – we can be relied on

Your Approach – how you will contribute to your team and the Society's ongoing success in this role.

I will be helpful by:

- Responding positively to requests from colleagues and customers.
- Trying to get it right first time.
- Resolving customer complaints and take corrective action.
- Sharing my knowledge with my colleagues.
- Offering to help before being asked.
- Going above and beyond.
- Contributing to the team and its success.
- Being approachable and available when colleagues need support.
- Adapting quickly to changes or new requests.

I will inspire others by:

- Supporting and encouraging one another.
- Being a positive role model.
- Listening and learning from my colleagues and line manager.
- Building strong relationships with customers and colleagues.
- Suggesting new ideas and trying new things.
- Taking pride in my work and celebrating success.
- Recognising and appreciating the achievements of others.
- Demonstrating a positive attitude, even in challenging situations.
- Encouraging innovation and creativity within the team.

I will be trustworthy by:

- Using good judgement in all situations.
- Being open and honest.
- Take responsibility for my work and delivering positive outcomes.
- Treating everyone fairly and with respect.
- Doing my best for each other and our communities.
- Following through on promises and commitments.
- Protecting confidential information and respecting privacy.
- Owning mistakes and learning from them.
- Providing accurate and honest feedback to help others improve.
- Acting consistently with the Society's purpose and approach.



Your behaviours

Adhering to Principles and Values – responding suitably to values-led decisions

Presenting and Communicating Information – translating information appropriately

Relating and Networking – sharing knowledge to develop and learn from others

Working with People – building a strong and adaptable team

Your Behaviours – how you will contribute to your team and the Society’s ongoing success in this role.

I will adhere to the principles and values of the Society by:	<ul style="list-style-type: none">- Being honest, transparent and consistent in all actions and communications.- Treating others with dignity and respect, valuing their diversity and different perspectives.- Listening actively and consider the opinions of others.- Taking accountability for my actions and decisions.- Fostering a spirit of teamwork, co-operation and positive relationships.
I will present and communicate information clearly by:	<ul style="list-style-type: none">- Tailoring my communication to the level of understanding and background of the audience.- Paying close attention to others when they speak.- Providing examples to illustrate complex concepts to make my message more relatable.- Encouraging feedback and questions from colleagues to clarify understanding.
I will build a network of customers and colleagues by:	<ul style="list-style-type: none">- Offering value to my network by sharing relevant insights, information, or resources.- Fostering genuine relationships by demonstrating authenticity and integrity in my interactions.
I will work collaboratively with my colleagues by:	<ul style="list-style-type: none">- Demonstrating an interest in and understanding of others.- Recognising and rewarding the contribution of others.- Listening and consulting with others and communicating appropriately.- Supporting and caring for colleagues.- Developing and openly communicating self-insight such as an awareness of own strengths and weaknesses.