



NewFish Product Development Lead—Job Description

Job Title: Product Development Lead

Location: Nelson, New Zealand

About NewFish

NewFish is a blue-economy biotechnology nutrition company. We imagine a world where our food systems are meeting the needs of society. Providing great food for all without costing the earth. We call this vision Nutrition Without Compromise.

At NewFish we bring together science, culinary arts, and commercialisation to design craveable, efficient, resilient foods without environmental, ethical, and functional compromise.

Incorporated in 2020, NewFish is a New Zealand-headquartered start-up with global ambitions. We've begun work at our new pilot plant and are now looking for a Product Development Lead to shape our product portfolio.

NewFish is aligned to equal employment opportunities and living wage standards.

The Role

NewFish is looking for a curious and commercially driven Product Development Lead who is keen to make their mark on our young and growing company.

Reporting to our Chief Operations Officer, the Product Development Lead will be responsible for designing and delivering our portfolio of ingredients products.

In this new role, the Product Development lead will work closely with our pilot plant team, our R&D partners, and sales teams to make new products commercial reality.

As NewFish grows, the Produce Development Lead will work closely with the General Manager to build and manage an applications development team to build applications knowledge.

Product Development Lead Responsibilities:

- Leading product development design, from concept through to launch.
- Ensuring NewFish products are designed to the highest standards of quality and care
- Working with customer partners to ensure product fit-for-purpose
- Managing vendors to support NewFish product development activities.
- Supporting growth of the NewFish team community in and around Nelson.
- Upholding adherence to all NewFish systems, policies and procedures, ensuring universal best practice
- Assisting in the development, implementation and maintenance of all NewFish compliance systems, policies and procedures (RMP, CFCP, HACCP, food safety, health and safety, etc.)
- Developing systems that will facilitate the onboarding of future operations team members
- Supervision and management of applications team and third party resources aligned to budget and best practice

Operations Lead Requirements:

- Tertiary qualification in a relevant field (e.g. Food Science, Food Technology, etc.)
- Minimum 3 years experience in commercial food product development.
- A proactive and can-do attitude, with a willingness to go above and beyond in order to get the job done
- Excellent written and verbal communication skills, with good attention to detail
- Confidence in working alone (if and when required) with the ability to self-motivate
- Good knowledge of food production environments

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- An appreciation of the need for and importance of compliance systems, with an understanding of how to align them with the wider interests of an organisation
- A curious mind, with a willingness to explore alternative approaches and take calculated risks
- Highly organised with strong project management skills and an independent work ethic
- Reasonable computer literacy, specifically in Microsoft Office and/or Google Workspace

Contact: Hamish Howard, NewFish COO, hamish@newfish.co.nz