

Let's color the world!

We are GNT, an ambitious and innovative family-run business with a colorful character! With our EXBERRY® brand, we are the market leader in the field of Coloring Foods. Our colorings are 100% natural and are made from fruits, vegetables and plants.

We are world champions when it comes to utilizing the bounty of nature and strive to continuously innovate and improve natural color ingredients for the consumer. By carefully preserving all of nature's beauty and goodness, we are able to offer our clients the highest quality and most reliable products. This is what continues to motivate us every day!

The most important ingredients for GNT's success are our employees and the cooperation that exists between them. We believe in teamwork and we are there for one another, our clients, our suppliers and our partners. That is what makes us GNT.

Due to the growth of the GNT Group we are looking a fulltime:

R&D Competence Team Lead "Formulations and Powders"

As Competence Team Lead "Formulations and Powders", you lead and develop a team of R&D Scientists, enabling them to deliver impactful innovation and achieve their objectives. You play a critical role in translating R&D strategy into execution by ensuring strong team performance, clear priorities, and continuous capability development.

In this role, you are accountable for driving innovation delivery within your competence area. You oversee technical development, foster high-performing team dynamics, and manage key stakeholders both internally and externally. By combining deep technical expertise with a strong understanding of customer needs and business objectives, you actively contribute to shaping and advancing the company's innovation pipeline.

You take an active role in R&D projects, acting as Product Owner where relevant. You guide agile development from early-stage idea generation through to commercialization, ensuring alignment with business strategy, market requirements, and customer value. In addition, you contribute your domain expertise to projects across the broader R&D organization.

As a recognized expert in your field, you also support the development and management of technologies and intellectual property, helping to strengthen the company's long-term innovation capabilities and competitive position.

The Competence Team Lead is based in the Netherlands and reports to the Head of R&D.

What do we expect from you :

- Lead, coach and develop a high-performing team of R&D Scientists, enabling effective cross-functional collaboration to achieve development and support objectives.
- Plan, prioritize and coordinate team activities to ensure the successful execution of short- and mid-term development and support initiatives.
- Drive and manage innovation projects end-to-end, from front-end idea generation through development to commercialization, ensuring high quality, robust performance and alignment with business objectives.
- Act as Product Owner in relevant projects, guiding agile development processes and ensuring successful transfer into industrial production.
- Ensure technical excellence within the competence area, balancing scientific quality, efficiency and scalability in all activities.
- Manage team workload and resource allocation effectively, while fostering a positive, collaborative and innovation-driven team culture.
- Provide transparent and timely reporting on project progress, risks and team performance.
- Proactively contribute to the success of GNT by identifying and advancing new ideas, technologies and continuous improvement opportunities.
- Support the development, management and protection of intellectual property within the field of formulations and powders.

What do we offer you?

- A full-time gross monthly salary between €6.819 and €9.740, depending on your knowledge and experience.
- A bonus scheme.
- 27 vacation days (possibility to purchase additional days).
- A very favorable pension scheme.
- A varied job in a modern working environment.
- Unlimited access to (online) training and/or education, so you can keep working on your personal development.
- We find sustainability very important. Therefore - as part of our terms of employment - we offset your carbon footprint.
- Discounted gym membership at a selected gym.
- A great workplace at a successful and innovative company: GNT is on the move and so will you be!

What experience and skills do you bring?

- Experienced in leading and developing people in a matrix organization; preferably in R&D experience in the B2B food & beverage industry
- Entrepreneurial and solution driven personality and the ability to think analytically
- Strong communication and interpersonal skills and a collaborative mindset
- Ability to work with cross-functional teams to align product development efforts with business goals.
- You hold a completed Master's degree or PhD
- Fluent in Dutch and English, German is a plus

What do we find important?

We operate globally, yet remain an independent, family-owned business committed to investing in products, technology and importantly, our people. The GNT values are the basis of our daily activities. That's why we think it's important that we fit together. GNT employs people who are enterprising and take responsibility. Customer and service orientation is of course paramount! We always take that extra step to offer our external and internal customers the best service. In addition, we do everything we do as sustainably as possible. We are open and honest with each other and bring out the best in each other.

We color the world, do you?

Does this sound like the perfect job for you? Apply now by clicking the application button. You will hear from us as soon as possible to let you know whether you are invited for an introductory interview. Naturally, we handle your personal data with care. All applications are assessed equally and based on their content.