

Scott E. Hawks

SENIOR CONSULTANT

CONTACT INFORMATION

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PROFESSIONAL PROFILE

Scott Hawks is a Senior Consultant with ToxStrategies. He is a Food Scientist with more than 30 years of hands-on experience in various facets of food product development, manufacturing, regulatory compliance, import and export regulations, and quality, both domestically and internationally. Working in academia and private industry—with products for both human and animal consumption—Mr. Hawks has broad experience in laboratory and manufacturing facility processes and standards. He has implemented ISO22000 and ISO9001 standards in a laboratory setting in Singapore, establishing and directing a food and drug lab and passing rigorous external audits.

In the pet-food sector, Mr. Hawks has led manufacturing quality and regulatory affairs groups, implementing Good Manufacturing Practices (GMPs), auditing vendors, and establishing internal training and leadership programs. In the human-food space, he worked for a domestic beverage manufacturer, developing and leading programs to ensure compliance with corporate and regulatory food quality standards, creating and implementing food safety plans and training programs, setting up recall plans, and advising senior management on regulatory and scientific affairs.

Mr. Hawks is a co-author of two food composition patents. He has published food science articles in the peer-reviewed literature and presented at professional conferences.

EDUCATION AND DEGREES EARNED

1989-2002	Graduate-level course work, Food Science Cornell University, Ithaca, NY
1985-1988	Graduate-level course work, Food Science Michigan State University, East Lansing Purdue University, West Lafayette, Indiana
1985	Bachelor of Science, Food Science Michigan State University, East Lansing
1980-1986	U.S. Army Reserve

ADDITIONAL COURSE WORK AND TRAINING

2019	Lead Instructor for Foreign Supplier Verification Program, FSPCA.
2018	Lead Instructor for Preventive Controls Qualified Individual (PCQI), FSPCA.
2017	FSVP Certification, Grocery Manufacturers Association Certification to write Food Safety Plans for food manufacturing facilities
2016	Food Defense Coordinator Certification, American Institute of Baking
2016	Coffee Sensory Analysis, Specialty Coffee Association of America Sensory analysis of coffee for quality attributes and defects
2015	Preventive Controls Qualified Individual (PCQI), Grocery Manufacturers Association Certification to write Food Safety Plans for food manufacturing facilities
2013	Implementation of FSMA, American Institute of Baking Preparing a manufacturing facility for the new Food Safety Modernization Act
2012	Seafood HACCP Certification, NOAA Seafood Inspection Program Theory and implementation of FDA's Hazard Analysis and Critical Control Point program in the seafood industry
2010-2012	Wine-Making Certificate, University of California, Davis Science and technology of viticulture and wine-making
2005-2008	International Food Law Certificate, Michigan State University, School of Business Food regulations in the U.S., international food law, European food law, Asian food law
2007	Cultural Training, Apperian Global, Singapore Managing in multi-cultural environments: Culture training for Asians working for multi-national corporations
2003-2004	Advanced Sales Training, Miller Heiman Strategic selling, conceptual selling, universal territory management
2002-2003	Sales Management Certificate, University of Wisconsin-Madison, School of Business
1994-2002	Extramural coursework, Cornell University, Ithaca, NY, College of Agriculture and Life Sciences Accounting, economics, finance, futures & options, marketing

PROFESSIONAL HONORS/AWARDS

Alpha Zeta, Michigan State University

PROFESSIONAL ASSOCIATIONS

American Society for Quality

International Association for Food Protection

SELECTED PROFESSIONAL EXPERIENCE

Laboratory Development and Management

Conducted research experiments with professors and post-doctoral fellows, primarily in the area of dairy proteins. Commercial application included biodegradable “packing peanuts.” Obtained patents and completed papers and key presentations. Invention made list of top new technologies in *Popular Science* magazine (January 1993).

Working for a university laboratory, developed new equipment and processes, aided in experimental design, and produced critical samples for consumer and clinical testing, along with conducting basic research in the area of dairy science.

As an account manager for a commercial lab, serviced existing clients and established numerous new accounts, contributing to the company’s business plan to develop sales strategies and set new directions for the overall sales effort. Developed sales skills of commercial managers and support teams.

Established new food and drug laboratory in Singapore to expand the company’s global reach to Asia while providing superior customer service and growing revenues. Directed construction through an ambitious schedule; hired, mentored, and managed a staff of scientists in the multicultural environment; developed training materials; wrote a successful grant application to support employee training; developed quality systems and SOPs; and achieved ISO certification in an unusually short time.

Food Science, Manufacturing, and Quality Control

As the Group Manager for Food Science, Quality, and Regulatory Affairs for the Asia, Oceania, and Africa region in a Singapore R&D facility, directed the work of the chemistry and microbiology labs, as well as that of the staff regulatory and nutrition specialists and the Sensory Group. Implemented ISO22000 and ISO9001 standards, passing the rigorous external audit. Also implemented the technical document administration program and the early warning system for food safety.

At the Singapore facility, for the Asia, Oceania, and Africa regions, filled the additional roles of Food Science and Technology Expert, Regulatory Champion of R&D, Technical and Intellectual Property Manager, and Thermal Processing Expert.

Served as global QA and regulatory affairs director for a US pet-food manufacturer, leading the corporate and manufacturing quality groups, as well as the regulatory affairs group. Developed a vendor assurance program to ensure the quality of raw materials, as well as a regulatory process to ensure the quality of finished product to international markets. Audited vendors to ensure compliance with corporate and regulatory standards. Wrote the company’s supplier manual and quality clauses for vendor contracts. Guided senior management in quality assurance and trained factory workers and supervisors on food safety and GMPs.

For a US beverage maker, provided leadership in product quality, vendor QA, and food quality and safety for the North and South America region, as well as global harmonization of company policies:

- Implemented CRS software for global consumer affairs database
- Created Food Safety Modernization Act (FSMA) gap analysis and executed gap closures
- Trained and calibrated internal auditors to improve vendor approval program
- Implemented new product development (NPD) process for U.S. and Canada
- Trained and calibrated internal auditors to improve vendor approval program
- Refined factory Food Safety Plans to comply with FSMA requirements
- Implemented pathogen and environmental monitoring program
- Created and implemented a recall plan for U.S. and Canada facilities
- Implemented and managed a verification program for foreign suppliers

PUBLICATIONS

Heintz MM, Doepker CL, Wikoff DS, **Hawks SE**. 2021. Assessing the food safety risk of ochratoxin A in coffee: A toxicology-based approach to food safety planning. J Food Sci 86(11):4799-4810; doi: 10.1111/1750-3841.15938. PMID: 34642959.

Phillips LG, **Hawks SE**, German JB. 1995. Structural characteristics and foaming properties of beta-lactoglobulin: Effects of shear rate and temperature. J Agric Food Chem 43(3):613-619; doi: 10.1021/jf00051a011.

Hawks SE, Phillips LG, Rasmussen RR, Barbano DM, Kinsella JE. 1993. Effects of processing treatment and cheese-making parameters on foaming properties of whey protein isolates. J Dairy Sci 76(9):2468-2477; doi: 10.3168/jds.S0022-0302(93)77581-5.

PATENTS

Phillips LG, **Hawks SE**. 1997. Stabilized Foamable Whey Protein Composition. Patent #5,681,505. October 28.

Phillips LG, **Hawks SE**. 1996. Foamable Whey Protein Composition. Patent #5,580,491. December 3.

PRESENTATIONS

Phillips LG, **Hawks SE**, Barbano DM. Effects of microfiltration on the foaming properties of commercial whey and whey protein concentration powders. Abstract 355, IFT Annual Meeting and Food Expo, Atlanta, GA, June 1994.

Phillips LG, **Hawks SE**, Kinsella JE. 1992. Effects of neutral salts on the structure and foaming properties of B-lactoglobulin. J Dairy Sci 75(Suppl 1):110. ADSA Meeting, Columbus, OH, June 1992.

Phillips LG, **Hawks SE**, Kinsella JE. 1992. Effects of pH, urea and dithiothreitol on the conformation of B-lactoglobulin as measured by circular dichroism. J Dairy Sci 75(Suppl 1):110. ADSA Meeting, Columbus, OH, June 1992.

Phillips LG, **Hawks SE**, Barbano DM, Kinsella JE. Effects of cheese making parameters on the foaming properties of whey proteins. J Dairy Sci 74(Suppl 1):101. ADSA Meeting, Logan, UT, June 1991.

Phillips LG, **Hawks SE**, Kinsella JE. 1991. Effects of pH and whipping shear rate on the foaming properties and conformation of B-lactoglobulin. Chem Engin 207. American Chemical Society Meeting, New York City, August 25-30, 1991.