



Bay State Milling Job Description

Job Title: R&D Scientist
Department: Research and Development
Reports To: **Sr. Manager of Product Development**
FLSA Status: Exempt
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SUMMARY

The R&D Scientist plays a key role in technical activities associated with the development and support of new plant-based ingredients to promote the growth of healthy and affordable foods. This role supports BSMC's Strategic Intent of being the leading supplier of plant-based ingredients for the next generation of foods in North America by discovering, developing and delighting customers with ingredient solutions that have unique sensory, functional and/or nutritional benefits. These benefits may be expressed through the use of new plant varieties, existing supply chains and/or processing technologies that convert plant sources into ingredients

This role will report to the Sr. Manager of Product Development and will align directly with the initiatives of our Business Units. This role will also interact closely with various functions including; BU Leadership, Marketing, Sales, Supply Chain, Operations/Engineering, Quality Assurance, and Technical Service.

ESSENTIAL DUTIES & RESPONSIBILITIES

- Leads or supports R&D projects including ideation, product development, analytical research and testing, proof of concept, and commercialization.
- Evaluates existing and new plant-based supply chain ingredients for unique attributes such as better nutrition, performance in application, or sensory, with the goal of developing the future flours, grains, and mixes for BSMC's company growth.
- Utilizes conversion technologies (milling, blending, separation, combination, thermal processing, etc.) to develop superior plant based ingredients.
- Develops finished product prototypes and concepts with new plant based ingredients, for applications including bread, tortillas, pizza, bars, pasta, cereal, snacks, meat analogs, beverages, and others.
- Knowledgeable on nutritional impact of ingredients in finished products.
- Analytically test ingredients and finished products in BSMC's analytical lab or using outside service labs, for attributes such as particle size, starch pasting, absorption, dough rheology, crumb structure, sensory, and nutrition.

- Projects may be customer-focused custom product development, or internally focused to deepen our understanding of our current or future ingredients, typically servicing our marketing efforts.
- Collaborate cross-functionally and communicate R&D findings to both technical and non-technical audiences.
- Occasionally troubleshoot performance issues with newly commercialized ingredients in collaboration with Quality Assurance and/or Technical Service

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The skills listed below are representative of the knowledge, skill and/or ability required.

- Internal and external verbal, written and presentation communication
- Technical problem solving
- Experimental design
- Analytical testing
- Statistical analysis and reporting
- Clear and accurate documentation
- Applications development-bench and scale
- Cross functional teaming
- Travel within the US and occasionally outside of the US (~15% of time)

Passion for the food industry with clear views on the role of transparency, authenticity, sustainability, and nutrition.

EDUCATION and EXPERIENCE

- Degree in Food Science, Bakery Science, or related science from an accredited college or university.
- 0-3 years of R&D or Product Development experience in the food/agriculture industry.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

PHYSICAL DEMANDS *the physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing this job, this employee is regularly required to be on her/his feet for long periods of time. At other times, it will involve sitting for long periods. This requires the use of hands, fingers, handle or feel objects, tools or controls. This person must be able to talk and hear to communicate with others throughout the facility as well as with internal customers. Specific vision abilities required by this job include close vision, distance vision and the ability to focus. Must be able to lift and carry 50 pounds occasionally. Must not be allergic to wheat, soy and/or associated dusts.

WORK ENVIRONMENT *The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

Usually will work in laboratory environment. However, on occasion will be required to work in hot, noisy and dusty environments (plants). The person may also handle hazardous chemicals.

LANGUAGE SKILLS

Must speak fluent English as the primary language. Must have the ability to read, analyze, and interpret memos, general business communications, technical procedures, and governmental regulations and/or labels. Must have the ability to write in English and complete reports.

MATHEMATICAL SKILLS

Must possess the ability to work with mathematical concepts and apply concepts such as addition, subtraction, multiplication, division, fractions, percentages, ratios, and proportions to analytical situations.

REASONING ABILITY

Must possess the ability to define problems, collect data, establish facts, and draw valid conclusions. Must have the ability to interpret technical instruction in mathematical or diagram form and deal with multiple tests operating at any given time.

SAFETY

While performing the essential job functions, the employee is expected to work in a safe manner and to follow company policies regarding safety. It is the expectation and responsibility of the employee to report any and all injuries immediately to their manager and to resolve any safety situation that is substandard and poses a risk for employee injury, property damage or loss.

FOOD SAFETY/SECURITY REQUIREMENTS

The Company is committed to producing and delivering defect-free products. To ensure this, all employees are required to be trained on and adhere to the Good Manufacturing Policies set forth by the Company as they pertain to personnel practices, equipment, and facilities. It is also vital that all employees be aware of their work environment and prevent any accidental or intentional adulteration of products produced at this facility.