



Bay State Milling Job Description

Job Title: R&D Sr. Scientist
Department: Research and Development
Reports To: Sr. Manager of Research and Development
FLSA Status: Exempt
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Revised Date: 8/16/2021

SUMMARY

This R&D Sr. Scientist plays a key role in technical activities associated with the research and development of new plant-based ingredients based on grains, seeds and pulses at Bay State Milling. 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 benefits.

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.

QUALIFICATIONS

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

- Knowledge of functional carbohydrate and protein ingredients
- Knowledge of cereal and pseudo-cereal science
- Experience commercializing products
- Technical problem solving
- Experimental design
- Analytical testing
- Applications development-bench and scale
- Statistical analysis of complex data sets
- Clear and accurate documentation
- Internal and external verbal and written communication
- 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 desired.

EDUCATION and EXPERIENCE

- Degree in Cereal Science, Food Science, Bakery Science, or related science from an accredited college or university.
- 6-10 years of R&D or Product Development experience in the food or agriculture industry.

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.

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

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.*

This role will usually work in laboratory environment. However, on occasion will be required to work in hot, noisy and dusty environments (manufacturing plant). 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.

For questions about the position or to apply with a resume and cover letter, please email:

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OR

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