

## **WE'RE HIRING!**

### **Bay State Milling R&D Positions Available**

**Department:** Research and Development  
**Revised Date:** 9/12/2022  
**BSM Contact:** Vanessa Brovelli, Director of R&D, [vbrovelli@bsm.com](mailto:vbrovelli@bsm.com)

#### **Summary:**

Bay State Milling's R&D Team is growing and we know the importance of quality scientists with expertise in grains, flours, and baking. We are hoping you have interest in roles in R&D at BSM and look forward to learning if your interests and our needs align. Please contact Vanessa Brovelli to learn more.

#### **In R&D at Bay State Milling, our Team is active in:**

- Researching grain performance, functionality, sensory, and nutrition
- Innovating for new grain-based ingredients
- Analyzing different grain varieties for unique traits
- Understanding why certain flours perform the way they do, and developing modification technologies
- Analytical method development
- Teaming cross-functionally internally and externally
- And more TBD based on your research!

#### **The Details:**

##### **What we are about:**

Bay State Milling Company (BSMC) is a thriving 5<sup>th</sup> generation family-owned supplier of plant-based ingredients, including grains, seeds, pulses, flours and mixes with unique nutrition, flavor and functional attributes. Our goal is to be a leading supplier of plant-based ingredients for the next generation of foods in North America and we are well on our way with some of the most innovative, nutrient dense whole food ingredients available. We are looking for candidates that can help us grow, and grow with us.

Our diverse Research & Development (R&D) team works out of a state of the art Innovation Center just outside of Boston, MA. In a modern, open and collaborative environment, we develop, analyze and apply our ingredients across a variety of food categories. As the company is focused on growth, we foster growth and development of the expanding Bay State Milling team to meet the changing needs of the food system and consumers.

##### **Why we need you:**

The R&D Team plays a key role in leading research activities, projects and lab maintenance to develop and launch our innovative plant-based ingredients. The R&D team is focused on discovering and developing ingredient solutions that delight customers through unique sensory, functional and/or nutritional benefits. Ideal candidates are those who can leverage their knowledge and experience in cereals, experimental design, method development, instrumental analysis and data management to create plant-based ingredient solutions to industry needs

##### **Qualifications:**

We are seeking candidates with cereal science degree and a passion for grains and grain-based foods. We have opportunities for those just graduating and for those with years of research experience.