



Bay State Milling Job Description

Job Title: Maintenance Electrician
Department: Maintenance
Reports To: Maintenance Manager
FLSA Status: Hourly
Date Revised: 9/12/2023

ABOUT BAY STATE MILLING COMPANY:

Bay State Milling Company is a family-owned company with a strategic intent to support the growth of the next generation of grain-based foods in North America by providing the leading array of plant-based ingredients. Since 1899, we have proudly provided exceptional quality flour and grain products, and we continue to build on our legacy as we bring new supply chains and technologies into our realm of capabilities. Our Core purpose is to provide food ingredients to promote the growth of healthful and affordable food choices for the consumer.

We recognize that the universe of grain-based foods is constantly changing and responding to consumers' desire for variety, healthfulness, great taste and affordability in their food choices. We are not afraid of change; in fact, we believe that change cultivates opportunity. Our goal is to stay a step ahead of our customer's needs, while always maintaining the trust they have placed in us for generations. We are committed to maintaining our Core Values of **INTEGRITY, RESPECT, QUALITY, SERVICE, CREATIVITY and TEAMWORK** in pursuit of achieving this goal.

SUMMARY

The Maintenance Electrician's main duties are the installation, troubleshooting and repairs of the facility's electrical distribution systems, apparatus, and the electrical and control components of the industrial machinery and equipment. The Maintenance Electrician position requires the ability to work with plant management to identify equipment and systems that can be modified or applied to improve operational efficiency and must perform the following duties to ensure compliance with all applicable legal and regulatory requirements and in accordance with established company policies and procedures while maintaining the highest levels of safety, quality and productivity. It is imperative that the Maintenance Electrician sets a safe example for the facility, demonstrating the utmost attention and adherence to Lockout / Tagout, Arc Flash, and other critical safety procedures.

ESSENTIAL DUTIES AND RESPONSIBILITIES *include the following. Other duties may be assigned.*

1. Diagnoses malfunctioning electrical infrastructure apparatus such as transformers, breakers, Motor Control Center's (MCC'S), breakers and repairs/replaces damaged or broken components.
2. Properly size and install power supply wiring and conduit for newly installed machinery and equipment.



3. Properly connects power supply wires to machines and equipment and connects control and communication cables and wiring between machines, equipment and devices such as Variable Frequency drives and PLC's.
4. Familiar with Variable Frequency drives and able to identify and troubleshoot faults, malfunctions, and work with to BSM personnel or contractor integrators and perform requested tasks to repair and replace components.
5. Working knowledge of Programmable Logic Controllers required and the ability to take applicable training courses to gain knowledge and skills to become proficient with PLC's.
6. Troubleshoot and tests malfunctioning machinery and controllers and discusses malfunction with maintenance supervisor and operators to determine root cause.
7. Troubleshoot and repair/replace faulty electrical components of machines such as starters, relays, switches, motors, and position sensing devices such as magnetic sensors and Proximity switches.
8. Diagnoses and repairs or replaces faulty electronic components, such as printed circuit boards, relays, and fuses.
9. Must complete assigned preventive maintenance tasks safely and efficiently.
10. Replaces low voltage, 110v, 220v and 480v electric motor components as needed.
11. Effectively and aesthetically plan layout of wiring and installs wiring, conduit, and electrical apparatus in buildings.
12. Diagnoses and replaces faulty mechanical, hydraulic, and pneumatic components of machines and equipment.
13. Cleans and makes minor electrical repairs on air conditioning units.
14. Work unscheduled hours as needed to accommodate Bay State Milling Company's need to achieve customer demand.
15. Relieves and assists maintenance mechanics to perform general plan repairs and execute preventative maintenance routines as needed.
16. Strong communication skills a must and must be able to perform tasks with little to no supervision in a timely manner.
17. Ability to work with the current CMMS work order system, eMaintenance. Training will also be provided.

NATURE AND SCOPE

Works directly with all the Indiantown Departments, outside contractors and Plant Management to plan, execute and achieve its goals.

DIMENSIONS

Primarily, works day shift on weekdays; however, weekend rotation is required, and extra hours are put in as the need arises after hours. Carries the electrician on-call phone and reports to plant as required (24/7) for call-ins.

QUALIFICATIONS

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



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

- Must have basic computer skills, advanced Motor Controls experience and knowledgeable with Variable Frequency drives.
- Working knowledge of the National Electric Code and be able to read and interpret electrical schematics and wiring diagrams.
- Must be able to demonstrate proficient use of all electrical meters and monitoring equipment.
- Must be familiar with OSHA Electrical Safety requirements such as, but not limited to, NFPA 70E and Arc Flash Hazards and personal protective equipment.

EDUCATION AND EXPERIENCE

Individual must have High school diploma or general education degree (GED); one year certificate from college or technical school; and/or five years related experience and/or training in industrial electrical systems; or equivalent combination of education and experience. Must have proper training and experience working with 0-480 Volts AC/DC. Experience with industrial controls and PLC's are strongly desired.

LANGUAGE SKILLS

Has the ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Has the ability to write routine reports and correspondence. Has the ability to speak effectively before groups of customers or employees of organization.

MATHEMATICAL SKILLS

Has the ability to calculate figures and amounts such as proportions, percentages, area, circumference, and volume. Has ability to apply concepts of basic algebra and geometry.

REASONING ABILITY

Has the ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

CERTIFICATES, LICENSES, REGISTRATIONS

On-going training to enhance performance in position as required.

SAFETY

Take precaution to prevent risk of injury to self, others, or Company property. Follow all LOTO and Arc Flash procedures provided in training. Attend yearly training on all safety guidelines throughout facility.

TEAMWORK



Ensures that appropriate individuals are informed about matters impacting their areas of responsibility; works well with others; shares knowledge and experience with others; demonstrates respect and consideration for others' opinions; contributes to the overall task of the team. Demonstrates integrity; works effectively in teams; facilitates inter-departmental cooperation; cooperates with supervision and peers to accomplish work assignments; helps create and maintain effective working relationships. Be a team player.

DEPENDABILITY

Follows through on tasks; position requires the individual to be a self-starter, requiring minimal supervision, must follow instructions and procedures while maintaining the ability to make changes to plans or instructions based on sound, fact based real time information. Arrives at work on time; follows Company policies on vacations, leaves, etc... Observes Company rules; completes tasks within deadlines.

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 the duties of this job, the employee is regularly required to stand; walk; and use hands to finger, handle, or feel. The employee frequently is required to reach with hands and arms; climb or balance; lift, stoop, kneel, crouch, or crawl; and talk or hear. Specific vision abilities required by this job include close vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

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.

While performing the duties of this job, the employee is regularly exposed to wet and/or humid conditions and risk of electrical shock. The employee is frequently exposed to operating equipment; high, precarious places; fumes or airborne particles; outside weather conditions; extreme heat; and vibration.



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 the work environment and when possible, prevent accidental or intentional adulteration of products produced at this facility. As a result any employee has a right to put product on hold if they have a concern. At the plant level, only the Quality Assurance Manager and General Manager have the authority to release product on hold.

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