



Bay State Milling Job Description

Job Title: Automation Engineer
Department: Engineering
Reports To: Engineering Manager
FLSA Status: Exempt

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 customers' needs, while always maintaining the trust they have placed in us for generations. We are committed to maintaining our Core Values of **INTEGRITY, CREATIVITY, COLLABORATION, CARING AND QUALITY** in pursuit of achieving this goal.

SUMMARY

The Automation Engineer for our Core Wheat Milling (CWM) group will support our 6 flour milling plants by leading capital investment projects related to electrical and control infrastructure upgrades, design and maintain PLC repository and backups, and develop/troubleshoot/enhance new and existing PLC programs.

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

An Automation Engineer is responsible for a variety of support and service functions including:

- Developing, designing, building, & supporting CWM standardized OT network to support operations related systems.
- Developing, designing, building, & supporting CWM PLC back-up repository.
- Inventorying & developing PLC infrastructure reliability through capital investment.
- Inventorying & developing HMI infrastructure reliability through capital investment.
- Supporting and leading electrical and controls projects.
- Leading electrical and control infrastructure projects
- Supporting & Coding small to medium CWM capital projects programming.
- Soliciting bids and managing contractors for large programming related investments.



- Supporting CWM operations teams for controls related issues/troubleshooting.
- AX ERP data transfer from CWM operations to AX. Goal in Eliminating manual entry on production floors.
- Oversee and Facilitate Arc Flash and IR scan programs.
- Sponsor and support continuous improvement specific to pack line operation.

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.

EDUCATION and EXPERIENCE

- Must possess a bachelor's diploma in electrical engineering, computer/process engineering, computer science or must have equivalent work experience.
- Must be experienced in automation, PLC infrastructure and controls.
- Must demonstrate a proven track record in engineering leadership as well as the ability to develop and implement standard engineering practices, including detailed documentation upon project completion.
- Must have the ability to troubleshoot complex problems, using both practical skills and a high degree of imaginative skills,
- Requires the ability to multi-task and, meet established deadlines.
- Must demonstrate a willingness to specialize in multiple areas and learn new skills/concepts quickly.
- Ability to troubleshoot complex problems.
- Ability to lead contractors respectfully through proper project planning and execution.
- Possess strong analytical abilities and the capacity to work fast and in an efficient manner.
- Knowledge of CAD and other designing programs preferred.
- Experience in electrical installation, mechanical installation, controls automation, equipment operation and maintenance principles preferred.
- Experience in an operations leadership or technical service role in flour milling preferred.
- Experience in Food Processing, Automotive, Agricultural, Bio-Tech, or Pharmaceutical industries is a plus.
- Lean or Six Sigma experience is a plus.

Travel will be required 20-40% of the time, depending upon project load and responsibilities.



LANGUAGE SKILLS

English fluency is essential. Must have strong verbal and written communication skills, with ability to respond to either common and sensitive inquiries or complaints from internal and external customers.

MATHEMATICAL SKILLS

Ability to work with advanced mathematical concepts. Ability to apply complex and involved concepts such as fractions, percentages, ratios, and proportions to practical situations.

REASONING ABILITY

Must have seasoned judgment and business situation versatility, with ability to define problems, collect data, establish facts, and draw valid conclusions.

OTHER SKILLS & ABILITIES

Demonstrates considerable knowledge of principles and practices of personnel administration, effective oral and written communication skills, and excellent interpersonal skills. The ability to work independently and cooperatively across functions is essential. The ability to work with highly confidential and sensitive data, materials in a professional and appropriate manner is critical.

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 talk or hear. The employee frequently is required to sit or stand. The Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus. Interaction and physical involvement with production employees and processes is key to understanding and being successful in this position.

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 generally exposed to a manufacturing environment and subject to noise, dust, industrial type machinery. Exposure to allergens such as wheat and grain dust will also be frequent.

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.