



Bay State Milling Job Description

Job Title: Junior Commodity Merchandiser
Location: Golden Valley, MN
Department: Supply Chain
Reports to: Manager Supply Chain Sales Service
FLSA Status: Non-Exempt
Revised: 2/1/2024

SUMMARY

The Junior Merchandiser executes coproduct and select supply chain strategies to insure optimum milling performance and economic returns. This merchandiser collaborates with position managers to execute coproduct marketing plans. The person manages all aspects of logistics operations across the network of plants. The merchandiser is involved in a broad spectrum of aspects of the supply chain including risk management, contracting, logistics execution, quality assurance, regulatory compliance, and commodity hedging. The position continually collaborates with accounting, operations, quality assurance, sales, and transportation to ensure optimal product quality and pricing as well as financial performance. This person will be a member of the Supply Chain Services team for the wheat milling business unit.

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

- Collaborate with co-product manager in the execution of by product merchandising, and risk management. Generate and verify accuracy of commodity position reports and flour cost card. Responsible for merchandise positions within risk guidelines to achieve economic returns. Nurture co-product end user relationships to insure ongoing diverse and optimum co-product markets.
- Initiate and manage coproduct shipments, managing logistics to achieve on-time delivery and manage mill inventories. Communicate with co product buyers, carriers, traffic department, grain buyers and mill operations to provide consistent feed deliveries within logistical and price parameters.
- Verify commodity positions and equity report accuracy. Support the creation and achievement of annual grain and co-product budgets for the business unit.
- Identify and communicate market trends based on observation of regional, national, and global markets. Provide market analysis for management, flour customers, finance, and sales teams.

- In cooperation with other members of the Supply Chain Services team execute hedging strategies based on market conditions, grain ownership and flour sales utilizing organized futures markets in Minneapolis, Kansas City and Chicago as well as OTC agreements as required.
- Execute responsibilities to maintain the highest practical standards in compliance with feed and food security regulations by partnering with Quality Assurance and Operations teams.
- Team internally and externally consistent with the Bay State Milling organizational health and matrix management model. Collaborate with senior trading staff, peers, and fellow employees in the areas of cultivating excellence, accounting and control, operations, transportation and logistics, procurement, sales, co-product marketing, quality assurance and research and development in problem solving and day-to-day operations.

ORGANIZATIONAL RELATIONSHIPS

Report directly to the Commodity Manager

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

Bachelor of Arts or Science degree from an accredited college or university, or commensurate work experience. Preference given to experience in commodity trading.

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. High attention to detail and a keen eye for esthetics.

MATHEMATICAL AND COMPUTER SKILLS

Competency in Spreadsheet and Word Processing software required (Microsoft Excel, Word and PowerPoint windows applications preferred). The ability to adopt emerging technology resources is a plus. The ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations is essential.

REASONING ABILITY

Must possess acumen and judgment in business situations, with ability to define problems, collect data, establish facts, and draw valid conclusions.

OTHER SKILLS & ABILITIES

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 listen. 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.

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 non-manufacturing, office type environment and minimal exposure to noise, dust, and industrial type machinery.