



Bay State Milling Job Description

Job Title: National Account Manager
Department: Sales & Marketing
Reports To: Director of Sales
FLSA Status: Exempt
Prepared By: Joe Doyle
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ABOUT BAY STATE MILLING:

Bay State Milling is a family-owned company with a strategic intent to support the growth 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, QUALITY, CREATIVITY, CARING, and COLLABORATION** in pursuit of achieving this goal.

SUMMARY

The National Account Manager is responsible for defining strategies, leading cross functional teams, developing, marketing and selling Bay State Milling's comprehensive capabilities to food manufacturing, chains, commercial baking segments and distribution.

ESSENTIAL DUTIES & RESPONSIBILITIES

Plant based solutions, health and wellness are foundational to Bay State Milling's strategy with our mission being to build healthful and affordable food choices for the consumer. We are looking for an experienced entrepreneurial teammate that shares this passion. Our Company is a leader in conventional, whole grain, multi grain, organic, specialty, and gluten free products providing a broad spectrum of seeds, grain blends, and flours that can cost effectively create flavor, improve nutrition, and drive consistency for our customers.

Essential duties and responsibilities for this position include:

1. Key areas of responsibility:
 - a. Sell for wheat flour, seeds, grain blends, specialty flours, gluten free, and organic ingredient solutions to national accounts.
 - b. Deepen customer relationship management strengthening Bay State Milling's presence and market penetration within a variety of segments from manufacturing to distribution.
2. Specific sales management responsibilities include:
 - a. Day to day execution and customer relationship management
 - b. Account planning including the development and execution of customer specific strategies
 - c. Budgeting & forecasting
 - d. Pricing responsibility, authority, and accountability
 - e. Project management
3. Collaborate cross-functionally with Management, Sales & Marketing, R&D, Operations, QA, Transportation, Grain Trading, Supply Chain and Financial job families to create enterprise customer awareness and deliver relevant, timely, and profitable customer solutions that create value.

I. 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.

1. 7+ years of sales experience in the food industry.
2. Proven experience developing and selling value-added ingredient solutions into the food manufacturing segment.
 - a. Requirements
 - i. Strong account management, value based selling, strategic planning, analytical, and negotiation skills.
 - ii. Knowledge of functional ingredients & their applications
 - iii. Product development and project management experience.
 - iv. Experience with seeds, grain blends, specialty flour, gluten free, or organic ingredients & their applications
 - b. Additional skills for a successful candidate
 - i. Experience managing or selling complex supply chains
3. Bachelor's Degree from an accredited college or university.

II. PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee successfully 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 required to sit, use hands to figure, handle, or feel; reach with hands and arms; and talk and hear. Employee is frequently required to stand, walk, climb or balance, and must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, and ability to

focus. The employee is also required to travel via automobile and plane for long distances on a regular basis. Estimated overnight travel is 50% – 75%.

III. WORK ENVIRONMENT:

The work environment characteristics described here are representative of those that must be met by an employee successfully performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The primary work environment is an office environment. The noise level in the work environment is usually low. Travel requirements will require frequent visits to manufacturing facilities that will expose the employee to machinery, moderate to high noise levels, airborne particles, dust, and heat. Hearing protection is required in certain areas of the plant.