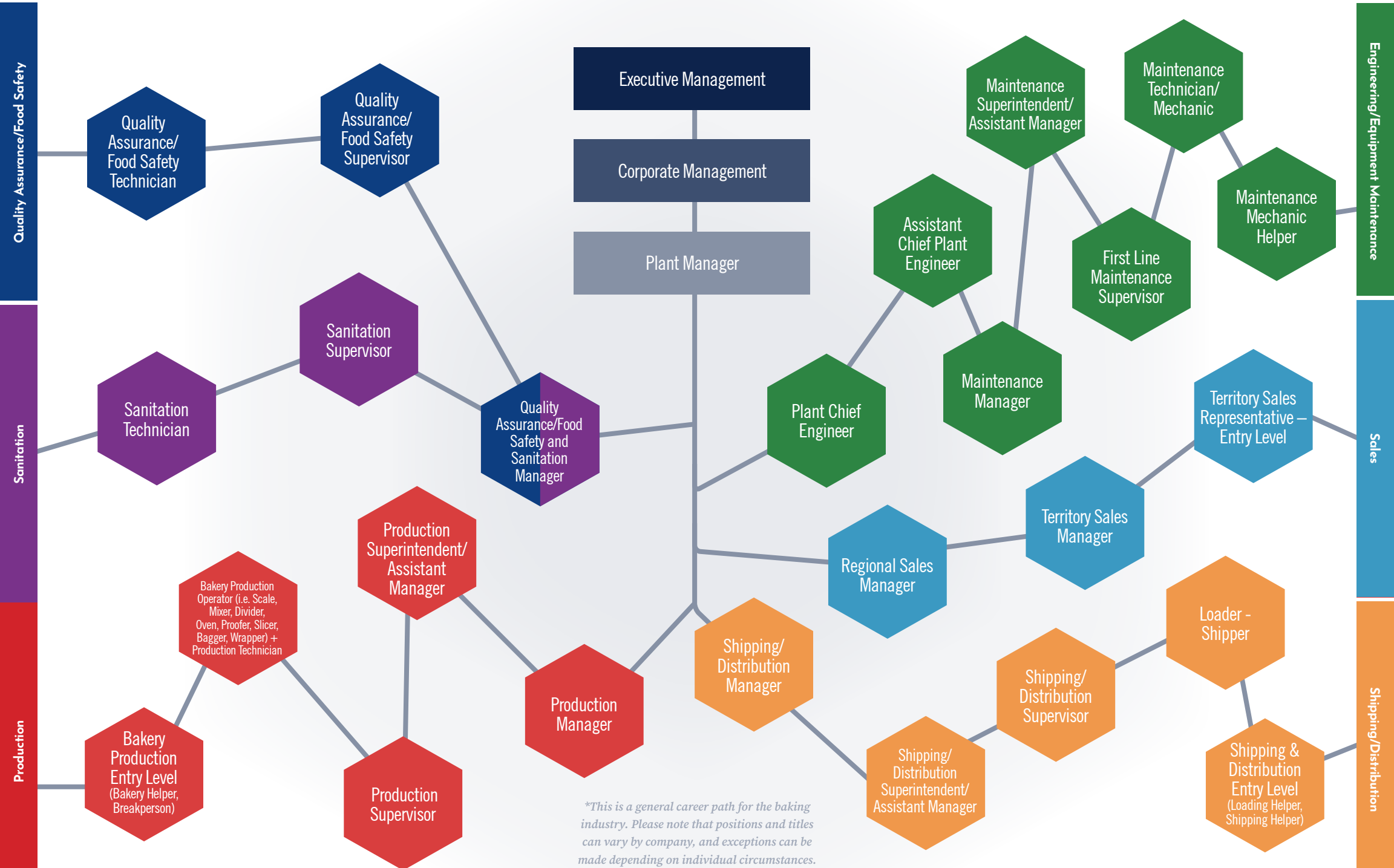


## YOUR PATH TO A CAREER IN BAKING

**Baking industry companies are hiring for thousands of jobs across the country.**

Where do you start your wholesale baking career? An individual's skill set, such as relevant manufacturing or baking-specific manufacturing experience, military background, technical training, and education level, may allow an applicant to start higher up the career path. One should consider their relevant skills and qualifications when referencing the baking industry career path.



*\*This is a general career path for the baking industry. Please note that positions and titles can vary by company, and exceptions can be made depending on individual circumstances.*

# BAKING WORKS

## YOUR PATH TO A CAREER IN BAKING

The baking industry has many career paths that all work together to create and deliver baked goods across the country. Each path has a special responsibility within the bakery.

### Engineering/ Equipment Maintenance

The engineering/equipment maintenance path is what helps keep the bakery operations running smoothly. The jobs in this path maintain building, machinery, and equipment to maximize efficient use of the bakery's production time.

**Education level:** This path requires an individual to have prior experience in the manufacturing sector or have received technical training and/or certifications. A candidate with a college degree or relevant military experience may qualify to start as a maintenance technician/mechanic position or higher.

### Production

The production path is where the baked goods are made. The jobs in this path are responsible for executing the many stages necessary to create delicious and consistent baked goods for consumers.

**Education level:** A high school diploma or equivalent is preferred in an entry-level production position. A candidate with relevant prior manufacturing or military experience may qualify as a bakery production operator or production technician, or higher with prior manufacturing supervisory experience.

### Shipping/ Distribution

The shipping/distribution path handles the finished packaged baked goods and prepares them for shipping and distribution to the grocery retail and foodservice customers.

**Education level:** A high school diploma or equivalency is preferred in an entry-level shipping and distribution position. A candidate may qualify for a shipping distribution supervisor with relevant prior manufacturing or military experience.

### Sales

The sales path handles the selling of products to existing and potential grocery retail and foodservice customers in the bakery's marketing area.

**Education level:** A high school diploma or equivalency is minimally required for a territory sales representative. Many of the positions within this path look for a relevant college degree.

### Quality Assurance/ Food Safety

The quality assurance/food safety path ensures the highest quality product is created. The jobs in this path implement food safety and quality programs consistent with corporate policies, industry standards, and regulatory requirements.

**Education level:** A high school diploma or equivalency is minimally required for a quality assurance/food safety technician. Many of the positions within this path look for a relevant college degree.

### Sanitation

The sanitation path is responsible for ensuring and maintaining the highest cleaning standards of the bakery equipment and building.

**Education level:** A high school diploma or equivalency is minimally required for a sanitation technician. Some companies may require a relevant college degree or prior manufacturing experience.



**BEYOND THESE IDENTIFIED PATHS  
ARE OTHER OPPORTUNITIES THAT ARE  
INTEGRAL TO BAKERY OPERATIONS:**

- Commercial Vehicle Driver
- Human Resources
- Procurement
- Sales Route Professional
- Finance/Accounting
- Environmental & Sustainability
- Merchandiser
- Informational Systems Technology
- Safety and Health

Explore Wholesale Baking Industry Career Opportunities at [BakingWorks.org](https://www.bakingworks.org)