



Head Brewer, The Walter Brewing Company- Pueblo, CO

Send resumes to mia@waltersbeer.com, 126 S. Oneida a Street, Pueblo CO 81003

We are searching for a Head Brewer that is passionate about the Colorado history of our beer and has a passion for building and leading teams. Our ideal candidate will have a proven track record in brewing team management and leadership. The Walter Brewing Company has been a part of Colorado history since 1889 and operates as a craft-production microbrewery located in sunny Southern Colorado and located 45 minutes south of Pikes Peak. We are located in Pueblo's historic-downtown district. Pueblo is an affordable Colorado city with a small-town feel that continues to grow with out-of-state transplants. Walter Brewing is seeking a full-time head brewer to manage all levels of production for our popular taproom and wholesale distribution. We specialize in lager beers, ales, and hard seltzers, utilizing a 10bbl brewhouse and are installing a 20 bbl brewhouse. Currently producing 1000 BBL annually with potential to grow distribution. We are searching for a brewer who is a self starter with a strong work ethic, who is a team player, has a positive attitude and is able to lend that positive energy to our team.

YOUR RESPONSIBILITIES

Brewing Production | Oversee and execute all brewing operations.

- Direct and manage the team to follow processes and achieve outcomes.
- Work with the company team to conceptualize and execute a brewing agenda/schedule that meets company objectives.
- Forecast and prepare weekly schedules for brewing, transfer, and staffing to meet production needs.
- Ordering all brewing supplies, ingredients, equipment replacement parts, source best priced ingredients, and supplies as needed, including pick-up and deliveries for the brewhouse as necessary
- Maintaining cleanliness and sanitation of all equipment and brewhouse to ensure utmost and consistent product quality.
- Maintain detailed records, inventory, and production reports.
- Assist with raw material and finished goods inventory in both the brewhouse and the taproom.
- Coordinate customer orders and pick-up of products by distributor
- Ensure that all plumbing and mechanics of machinery are properly maintained.
- Coordinate customer orders and pick-up of products by distributor
- Operate canning line, keg washer, and filter products.
- Cellar management duties and management all associated fermentation and brite tanks.

Brewhouse Management | Develop and enforce organizational policies & procedures and manage any related brewing staff.

- Create Standard Operating Procedures (SOPs) and training manuals for associated staff.
- Ensure maintenance of brewing equipment.
- Ensure compliance with safety protocols.
- Coach team members to effectively complete tasks, communicate effectively with other stakeholders and grow their skills.

- Oversee Performance Management of direct reports including terminations ensuring positive and respectful relationships are maintained.
- Undertake effective delegation and conduct informal on-the-job training for members to increase skills.
- General brewery cleaning
- Identify brewhouse needs and opportunities for growth
- Implement improvements and changes independently when necessary and have the ability to delegate tasks to your team and hold accountability.
- Manage generating monthly and quarterly Excise tax reports and brewers reports.
- Implement and keep up to date OSHA safety requirements and best practices.
- Tracking cost and expenses of products, creating budget, as well as pricing appropriately for best profit margins.

Quality Assurance | Ensure raw materials, in-process beer, and finished beer are collected and analyzed to ensure a quality product.

- Work with ownership and team to create a standard of excellence.
- Maintain established standards for maintenance, cleaning, and sterilization of equipment.
- Identify instrumentation and equipment needs.
- QC standards are met. QC issues are identified before the product reaches the customer. Errors are not repeated.
- Implement and oversee lab work and sensory programs.

Taproom Involvement | Actively involved with our customer and creating a knowledgeable taproom team

- Keeping an average of 15-20 beer styles on tap and work closely with Taproom captains in helping to order great selection of guest taps
- Design and brew new specialty offerings with one offs and seasonals.
- Keep up with trends in the industry as well as local competition to expand Walter's product offerings.
- Involved in training Taproom staff on a consistent basis on product knowledge and actively schedule tasting/training tools and sessions with taproom staff
- Strive to continually improve brewhouse operations, product diversity, and maximize productivity.

Marketing & Public Relations

- Work with marketing team on new releases, labeling, and other advertising tasks
- See **AMBASSADOR** description

Team Work & Additional Responsibilities as Required:

- You are required to perform other tasks and duties as assigned.
- We all are a team. No matter what your position, what your skill level, or spot on the totem pole is, we look for people who innately believe in a positive attitude that no job is beneath you or outside of your job description. It is important to believe that as a team member we never say "That's not my job" and recognize that teamwork makes the dream work. All ships rise when we all work to raise the tide.

YOUR ATTRIBUTES

- Driven by excitement and exploration of creating new products
- Self motivated, positive attitude, strong work ethic, must have a passion for brewing and how beer brings people together!

- Understanding of beer chemistry and biology and the necessary instrumentation needed to monitor the brewing process along with the ability to utilize this knowledge in a practical sense
- Strong work ethic
- Open minded about thinking outside the box with product offerings
- Understanding of and ability to implement necessary lab work, sensory program, and quality standards necessary to make great beer
- Ability to identify defects and rectify issues
- Use of proper methods and best practices to ensure beer quality
- Ability to work effectively independently and in a team environment
- Excellent time management skills
- Ability to work under pressure and meet strict deadlines
- Strong personnel management and leadership skills
- Excellent oral and written communication skills
- Highly detail-oriented with excellent organizational and planning skills
- Thorough understanding of manufacturing COGS/cost accounting and budgeting processes
- Willingness to take on odd duties as assigned that may fall outside of the traditional brewhouse scope of tasks in order to help the company team when the need arises.

KNOWLEDGE SKILLS AND ABILITIES:

- Team-player that works well in a group setting with other individuals.
- Strong leadership skills with the ability to motivate and inspire a team.
- Quality control background is a must.
- Excellent written and verbal communication skills
- Ability to problem solve and proactively coordinate solutions.
- Proven ability to manage people, motivate a team, and maintain positive morale in the workplace.
- Physically fit, ability to maintain rigorous physical demands for long periods of time, capable of lifting 55 lbs. + and the ability to maneuver full kegs, climb ladders, work in confined spaces.
- Experience in barrel aging
- Detail oriented and great planning and organizational skills
- Foster a safe, inclusive and fun culture with the ability to exemplify excellent internal and external customer service.
- Ability to build and maintain a lab
- Excellent time management skills, ability to prioritize daily tasks and multi-task for greatest efficiency. Ability to delegate appropriately in-order to maximize the team's productivity.
- Computer proficiency

INTERNAL & EXTERNAL CUSTOMER SERVICE

- Internal customer service is as important as external customer service. Treating and respecting coworkers and managers with the same excellent customer service as you would treat an external customer is how we operate
- Treating every customer with the mindset that they are the business's 1st ever customer
- Treating customers with authenticity, kindness, warmth, care, friendliness; engaging, helpful and willing to offer a magical experience
- Clean facilities
- Being available to the customer and timely responses in any capacity
- This mindset extends to our vendors, suppliers, partners, and especially our fellow employees
- Never take the customer or employee for granted

AMBASSADOR

- Taking pride and ownership in your work
- Engagement and active participation in your work and company activities
- Being a positive force in the workplace; creating a culture of positivity

- Extending common courtesy to self, employees, vendors, and guests
- Being the face and promoter of the company and brand
- Be the face of the company as an ambassador outside the brewhouse inside our taproom, at off-site public functions, marketing opportunities, and other activities that are face-to-face with our customers and clients.

Education & Experience:

- Preferred candidate would be a brewer with a Fermentation Science degree and professional quality control experience.
- Education at an accredited brewing school is preferred or comparable on the job brewing experience.
- 4+years of head brewing experience in a production microbrewery and/or brew pub preferred.
- Work experience with sensory analysis, off-flavors, good sense of smell and color, and knowledge of diverse fermented beverage production is a plus.
- Experience with final product costing and markup.
- Experience working with EKOS and or comparable brewing software, google docs, Outlook and microsoft office.
- Brew according to the Walter Brewing brand history and standards
- Reports to ownership.
- Lead brewhouse team in all aspects of brewing, packaging, building orders, scheduling, sourcing and ordering, and other related activities.
- Operate 10 BBL & 20 BBL brewhouses
- Operate ABE 5 head canning machine
- Flexibility to work evenings and weekends if necessary

Compensation:

- Salary, Compensation based on experience
- Paid time off
- Employee discount
- Position Type: Full-Time
- Location: 126 S. Oneida Street, Pueblo, CO 81003
- Email resume to mia@waltersbeer.com, Include salary desired