



Position: Head Brewer
Location: Bracebridge

Department: Operations
Type: Full-time Permanent

Centered in the heart of Muskoka, Muskoka Brewery is a caring and open-minded Ontario Craft Brewery. Our grassroots culture is inspired by the natural wonder that is our backyard. Our brands have been recognized as Canada's top beer brands amongst the craft brewing industry. We have resolve: we work hard and are unwavering in our beliefs. The connection to each other and to this place that we share has made us strong and determined. We are passionate about our beer and we will make our mark. We are Muskoka Brewery!

MUSKOKA BREWERY IS ACTIVELY SEEKING A DYNAMIC BREWING LEADER TO JOIN OUR TEAM

The Head Brewer is responsible for leading the brewing and product quality team, and coordination of all brewing materials to ensure the highest of quality and consistent of our unfiltered beer. The Head Brewer is also responsible for keeping the brewing staff on the forefront of brewing innovation, excellence, and sustainability. The Head Brewer will coach and develop the brewing team to be well-rounded depth of brewing practices and to become brewery ambassadors and facilitators at various events.

Role and Responsibility:

As an Ambassador of the Brewery, the Head Brewer is a face of Muskoka brewery's team, our culture and our values. You will represent the Brewery at various events, tours and other functions with professionalism and with the objective to create a great experience and build respecting relationships beyond the brewery brick and mortar. As a Leader the Head Brewery is responsible for/to:

- The training and development of the brewing and quality team, educating the team on best practice and guiding team based innovation
- Ensuring high quality and freshness of our unfiltered beer is paramount to the Head Brewers role. The role is responsible to oversee all QC protocols and brewing practices to ensure all beer produced is with specifications, aligned with beer profile and is produced with an award winning and industry leading mindset. Working with the Director of Operations, the Head Brewer will make every decision and action with respect to quality and will ensure protocol is met and beer is not released from the brewery without the required approval on taste and quality testing.



- He/she will develop and attend an internal Taste Panels team and will be required to alert the Director of Operations of any foreseen issues in the process.
- Production of brewing and people scheduling to meet sales target and optimize brewing efficiencies and quality
- Coach and guide team in effective execution of the brewery, team and individual goals. Apply continuous improvement and KPI target methodologies to organize and unite the team on focused goals inside and outside the brewery.
- Create and maintain a method of continuous improvement of our wort and beer quality
- and consistency taking direction from all quality sources (brewing team, packaging team, tasting team, consumer feedback and the Leadership Team)
- Review, research and communicate all brewing KPI's to the internal operations team and maintain a record of all outcomes, improvement and issues as they arose.
- Lead on constant communication with the overall operations team and respective Senior Leadership team members on any concerns, quality or otherwise
- Work closely with the Supply Chain team to qualify new and current suppliers and keep records of supplier issues and performance for optimal purchasing practices. Maintain an adequate supply of quality malt, hops and other brewery supplies to keep within budget.
- Work closely with the Director of Ops and People department to develop and execute on a well-round brewing and industry learning program for the respective team
- Ensure our brewery maintains a high profile in all major beer award contests through the selection of beers for submission and ensuring representation from our brewery at each respective events.
- Lead in the operations of a distillation system for the production of clear spirits
- Create and Implement a Sustainability Plan for Brewing processes to gain regulatory compliance with the District of Muskoka
- Continue to develop a brewing environment that strongly reflects our values of resolve, authentic, thirsty (innovation and improvement), unique and caring. Actively lead by example on the execution of our values, support your team in their development areas and connect with our communities (our team, our local communities, our industry).

Requirements:

The Head Brewer is a dynamic leader who leads by authenticity, passion, and transparency. The following are key competencies and experience our candidates will require:

- Successful completion of a Science or Engineering Degree as it relates to biology, food sciences, Chemistry, and/or Mechanical



- A minimum of 10 progressive years in brewing operations, with 3-5 years of authentic management experience
- Extensive understanding of beer science, brew house, and cellar operations are a must. Past brewery installation experience and distillation experience an asset.
- Excellent verbal and written communication skills, and well-spoken with ambassador role experience
- Proven expertise in testing analytics, lab testing and results driven by KPI's
- Experience in leading a team through coaching and transparency, with the ability to rally and motivate a team to excellence.
- Strong time management and project management with the experience in planning and scheduling of teams and production.
- Experience troubleshooting and process improvement will be a constant demand.
- Ability to make tough decisions (product, people, equipment) with confidence and based on facts and solid business analytics and acumen.
- Ability to travel internationally (must have a valid passport and driver's license)
- Flexible to work a variety of hours in a given week with the ability to respond to business needs as they arise.

Our ideal candidate has a passion for our culture, our brand and being an active member of our team.

Please note: only those shortlisted will be contacted. Muskoka Brewery is an equal opportunity employer encouraging diversity in the workplace. All qualified applicants will receive consideration for employment without regard to race, color, national origin, gender (including pregnancy), age, religion, disability, sexual orientation, or veteran status, or any other status or characteristic protected by law. If you require assistance or a reasonable accommodation in completing the application materials or any aspect of the application process, please contact Human Resources

Thank you for your interest.