



JOB TITLE: Director of Brewery Innovation
Location: Bracebridge, ON

DEPARTMENT: Senior Leadership Team
Job Type: Full-Time/Permanent

Proudly celebrating 25 years, Muskoka Brewery is a caring and open-minded Ontario Craft Brewery who is passionate about our brand, grassroots culture, and values. We are more than great beer! Inspired by the nature in our backyard, we feel strongly connected to each other, our customers and to our communities. We are about the road less traveled and adventurers at heart who love to venture off the beaten path. We are Muskoka Brewery, and we are here to make our mark, one glass at a time!

We are currently seeking a passionate craft beer Director of Brewery Innovation to join our Leadership team.

Reporting to the President and working closely with our Marketing and Operations Management teams, as the Director of Brewery Innovation, you will be a leading voice to open up possibilities and guide teams through from product ideation from concept and discovery to formulation and launch. The Director will provide guidance to the quality team ensuring the integrity of all the brewery's beverage products and lead our critical path (commercialization) team.

With our strategic vision in the forefront, this role will drive and develop an innovation platform and authentically lead the collective team through our values. This role plays an integral part in bringing marketing, brewing, distilling and operation management teams together to develop a collaborative hub for innovation and lead a creative product development environment. With an alchemist mindset, this role will be a researcher, creator, collaborator, and as a keen passion to finding new ways of doing things.

Responsibilities include:

- As a member of the senior leadership team this role will take ownership of leading product innovation discussions. Actively participate in our annual strategic planning and working along side the SLT be accountable for the overall brewery's decision making.
- Responsible for product and packaging innovation projects within various beverage categories. Help develop a shared MB/VIB (sister breweries) Innovation Hub to encourage all members to share their ideas. Identify innovative beverage recipes and packaging projects, and work with various cross function member to discover ideations and trials.

- Work closely with the Marketing team, to maintain detailed knowledge and understanding of consumer and customer insights, competitors, and beverage industry trends.
- Work closely with the operations and brewing management team to share product development technical information and formulation. Accurately document trial records, recipes history, processes and indicate all laboratory results, sensory panel results, and opportunities for improvement on all products under development.
- Lead the critical path process to ensure timelines and product planning adherence, encourage accountability, collective decision making and utilize the project management software.
- Own and track the Innovation/QC budget
- Ensuring high quality and freshness of our great beverages is paramount. The role is responsible for overseeing all QC protocols and processes to ensure consumers always have an iconic experience
- Lead and actively participate in daily internal sensory panel and advise the President and Head Brewer of any foreseen issues in the process. Lead on constant communication with the overall operations team and respective Senior Leadership team members on any concerns, quality or otherwise.
- Manage our lab team to ensure appropriate training and resources are available to them. Coach and guide in career development and assist in the process improvements. Be a back up to cover for shift changes and vacations and absences
- Lead formal and informal sensory and analytical testing with Lab team as necessary. Design and conduct stability studies to ensure product readiness. Anticipate potential problems and determine next steps to address technical issues across regional markets.
- Apply continuous improvement and KSI target methodologies to organize and unite the team on focused goals inside and outside the brewery. Review, research and communicate all lab KSI's to the internal operations team and maintain a record of all outcomes, improvement, and issues as they arose.
- Working with Purchasing to acquire, evaluate and compare various raw materials and testing tools and equipment for product testing and development
- Work closely with the marketing team on product launch announcements and education
- Create and maintain a method of continuous improvement process for our wort and beer quality and consistency, and document key information from all quality sources

- Working with the Head Brewer and Marketing 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 event.
- As an ambassador of the Brewery, occasionally 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 at the brewery and in the community.
- Ensure and deliver accurate BOM costing information for finance team prior to final product approval in the timeframe required for new product innovation projects
- All duties and responsibilities are not limited to the above and are subject to change

Director of Brewery Innovation Requirements

The Director of Brewery Innovation is a dynamic leader who leads by authenticity, collaboration, 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 5 progressive years in alcohol beverage industry with a preference to brewing, with 3 years of authentic management experience.
- At least 3 years of experience in beverage formulation, and operating alcohol processing equipment preferably in brewing or distillation and experience working with laboratory equipment and process analysis, with a proven accurate records management
- Extensive understanding of beer science, brew house, and cellar operations are a must. Past brewery installation experience and distillation experience is 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 cross functional 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.
- Prove excellence in problem solving, troubleshooting and process improvement requirements with a cross functional team 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.
- Must be physically able to perform work in a laboratory setting, working at the brewery 5 days per week, shift work as needed. Additional flexibility to work hours may be required to respond to business needs.
- Ability to travel internationally (must have a valid passport and driver's license), should the need arise.

Our ideal candidate has a passion for our culture, our brand and being a collaborative leader. Please submit your resume and cover letter by November 26th to HR@Muskokabrewery.com

We thank you for your interest. Only those shortlisted will be contacted. AT MUSKOKA BREWERY, WE WELCOME EVERYONE. WE PROUDLY STAND FOR EQUALITY, RESPECT, INCLUSION, AND ALWAYS SPEAKING UP. We are committed to providing a safe and dignified work environment for all employees and candidates, regardless of gender, race, ethnicity, sexual orientation, disability, neurodiversity, religion, or any other aspect of their identity. If you require assistance or a reasonable accommodation in completing the application materials or any aspect of the application process, please contact Human Resources.

