



**Figueroa Mountain**  
**Job Title: Director of Brewing Operations**  
**Classification: Exempt**  
**Reports to: CFO**

## **JOB DESCRIPTION**

### **Summary/Objective**

The Director of Brewery Operations Directs Production readiness and best practices while managing the demands of continuous growth. Responsibilities include budgeting, and planning as well as directing Production Managers as the implement daily operational activities. The Director of Brewery Operations is responsible for the overall leadership and guidance of the Production team.

### **Essential Functions**

*Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

1. Hire, train, and lead a diverse production team with varying degrees of industry experience focusing on workforce professional development.
2. Hold Production Managers accountable to company management standards.
3. Ensure all brewing, cellar, and packaging operations are completed in a safe and efficient manner and meet OSHA standards.
4. Communicate clear objectives to the production team.
5. Work with Production Managers to develop and improve Standard Operating Procedures and efficient workflows.
6. Work with Production Managers to audit current processes to maximize efficiency and make continual improvements to the cost, safety, and environmental management of operations.
7. Work with QA/QC to innovate and implement new production processes that promote a world-class level of quality.
8. Assist Director of Supply Chain with the development of the production schedule.
9. Assist Engineering/Maintenance with purchasing, maintaining, and repairing appropriate production tools and equipment.
10. Act as Person in Charge (PIC) on the production floor in absence of Production Managers—this includes emergency response readiness.
11. Troubleshoot problems brought up by Production Staff
12. Execute all duties of Brewery Technician role as a coach
13. Additional duties and projects as assigned.

### **Competencies**

1. Effective Communication.
2. Organizational Skills.
3. Priority Management /Results Driven
4. Critical thinking, Problem Solving / Adaptability.
5. Business Acumen.

## **Supervisory Responsibility**

This position has direct supervisory responsibilities for the brewers and works in tandem with the Managers of QA and Production

## **Work Environment**

This position will have an office from which to work but is expected that the incumbent will be spending time on the brew deck and in the warehouse as needed. These environments can be loud, hot or cold and wet.

## **Physical Demands**

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.*

The employee is occasionally required to sit; climb or balance; and stoop, kneel, crouch or crawl. The employee must frequently lift and/or move cases of beer up to 25 pounds and 50 pound kegs. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

## **Position Type/Expected Hours of Work**

Some flexibility in hours is allowed, however employees are expected to be available during the "core" work hours of 8:00am- 5:00pm. Occasional evening and weekend work may be required as job duties demand.

## **Travel**

Must be open and able to travel by all methods. This position requires travel to the corporate office monthly, and periodically to taproom locations. Occasional travel is outside the local area and overnight stays may be required.

## **Experience/ Education**

- 5+ years managing in a manufacturing facility
- Knowledge of complex systems, automated processes and quality control
- Experience executing maintenance on manufacturing equipment strongly preferred (bottling line, canning line, forklift, scissor lift, manual and powered pallet jack, centrifuge pump, centrifuge, Mash mixer, lauter tun, kettle, whirlpool).
- Team management experience required
- Proficient Microsoft Office suites
- Brewing industry experience helpful but not required
- Bachelor's degree or higher

## **Additional Eligibility Qualifications**

- Exceptional ability to prioritize and manage multiple projects within deadlines.
- Attention to detail, ability to work unsupervised while maintaining safety and quality standards, and confidence to speak up and act when safety and quality are compromised.
- Comfort with multitasking and maintaining efficiency and productivity.
- Effective and frequent communication with manager and support staff, regardless of department or shift.
- Ability and willingness to adhere to and advance protocol in a diverse work environment.

**Signatures**

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee\_\_\_\_\_

Date\_\_\_\_\_