



Pathway to Recognition Program

Sample Job Descriptions

Brewer

This position may work in all areas of the Brewing Department (brewing, cellar, filtration) and requires a comprehensive understanding of raw material handling, brewhouse operations, cellar management, and filtration procedures.

Duties: Perform all brewhouse operations, including

- Start-up and shut-down of facility processes
- Operation of brewhouse automated systems, if applicable
- Milling, hop additions, antifoam additions, spice additions, and additive additions
- Management of fermenters
- CIP, sanitization, and temperature monitoring
- Monitor quality parameters and work to resolve issues promptly
- Operate both manual and, if applicable, computer-automated equipment while maintaining quality standards and specifications
- Basic maintenance of process equipment and troubleshooting
- Mix and use chemicals safely
- Operate a forklift and obtain a valid forklift license if requested

Requires

- Understanding of brewing, cellaring, and filtration processes, as well as CIP, sanitation, and sterilization techniques
- Understanding of specific beer process terminology

Education Expected

- Diploma or certificate in brewing or fermentation science or related field (or equivalent experience)

Brewing Technician

The position will consist of raw material handling, CIP of tanks and hardware, use of automated control systems, production and CIP loop hook up and break down, warehouse management, inventory, sanitation, and other duties as assigned.

Duties: Assist brewers in areas such as

- Receiving, off-loading, and stocking of raw materials
- Performing CIP using automated and manual systems
- Hop charge set up and management
- Emptying spent hops
- Pitching yeast into fermenters
- Maintaining and rebuilding of hardware
- Inventory control
- Data entry
- Housekeeping and sanitation

Requires

- Forklift driving experience (preferred)
- Knowledge of Microsoft Office software (preferred)

Education Expected

- High school-level language, math, and reasoning skills

Packaging Manager

This position ensures the daily requirements of the business are met, while building a safe, efficient, and quality-oriented department. This position develops strategic plans and long-term goals for the department, sets the direction for the department so goals are met, manages resources, and coaches and develops the capabilities of all team members.

Duties

- Ensure all packaging equipment, tools, materials, and process requirements are met to achieve operational efficiency
- Proactively identify process improvements
- Mentor and coach packaging team members in interpersonal and technical growth
- Lead the team in developing production support documentation (SOPs, check sheets, PMs, production reports) and training that supports continuous improvement and learning
- Advise and coordinate with maintenance on daily and preventative repairs
- Work directly with quality to ensure systems, procedures, and protocols are adhered to and regularly refined

Requires

- Excellent mechanical aptitude
- In-depth understanding of quality parameters
- Solid understanding of sanitation, CIP, GMP, and HACCP procedures

Education Expected

- Bachelor's degree (or equivalent experience) and a minimum of five years of experience supervising in a brewery packaging operation. Appropriate experience in food or other beverage manufacturing operations will be considered.

Packaging Operator

This position may operate all aspects of the packaging line, including filling and dry-end operations. It may also include racking operations.

Duties

- Basic operation and maintenance of bottling line equipment
- Focus on safety and product quality standards
- Routine lifting required

Requires

- Strong mechanical and troubleshooting skills
- Strong problem-solving skills
- Experience in a team-based work environment
- Production or manufacturing experience (preferred)
- Forklift driving experience (preferred)

Education Expected

- High school-level language, math, and reasoning skills

QA Lab Technician

As a member of the Quality Team, this position assists in performing routine testing and analysis of products.

Duties

- IBU analysis
- Incoming raw material inspection
- In-line instrumentation adjustment
- Bottle line QA checks (TPO, fills, secure seal testing, crimp testing, audits)
- Analysis performed on QA instruments, including gas chromatograph, spectrophotometer, alcolyzer, pH meter, and titrator
- Report product nonconformities to appropriate personnel in a timely manner
- Assist with problem-solving and process-improvement projects
- Data analysis and report writing
- Sample collection and QA library maintenance
- Support lean initiatives

Requires

- Lab instrumentation experience and PC proficiency with Microsoft Excel, Word, and Outlook software
- Experience in a production environment (preferred)

Education Expected

- Four-year college degree required in chemistry or biology (or equivalent lab experience)
- Certification or degree in fermentation/food science or related disciplines (preferred)

Sensory Coordinator

This position oversees all aspects of the Sensory Program.

Duties

- Monitor sensory characteristics of all brands
- Develop target profiles for all brands
- Oversee the Sensory Panel
- Conduct sensory training
- Independently conduct, analyze, and report results from difference and descriptive tests
- Work with stakeholders to develop and design experiments for sensory testing to determine if ingredient substitutions or process changes can be made to production
- Execute sensory testing using proper sensory methods and techniques
- Analyze, interpret, and manage sensory data
- Coordinate sensory approvals for all incoming ingredients
- Maintain lab: lab supplies, equipment upkeep
- Develop or revise SOPs and testing methods

Requires

- Background in sensory analysis, with a minimum of five years of experience (preferred)
- Experience in analysis and data storage systems

Education Expected

- Bachelor's degree in science (or equivalent experience), food science, fermentation science, or brewing (preferred)