

<b>Job Title:</b>	Brewer		
<b>Department/Group:</b>	Brewery		
<b>Location:</b>	Ursa Minor Brewing	<b>Travel Required:</b>	Not Required
<b>Level/Salary Range:</b>	\$18.50-24.00 per hour	<b>Position Type:</b>	Full-time

**Background**

<p><b><i>Ursa Minor Brewing is a microbrewery located in the Lincoln Park Craft District of Duluth, MN. We love people, people love beer, and beer loves us.</i></b></p> <p><b><i>Our passion is “beer with purpose” and we brew innovative and authentic variety with an inclusive attitude.</i></b></p>	<p><b><i>Our company values are:</i></b></p> <p><b>Enthusiastic Innovation</b> <i>Embrace Change, Embrace New Ideas, Embrace Tension</i></p> <p><b>Quality</b> <i>We don't cut corners and ALWAYS make decisions with purpose</i></p> <p><b>Collaboration</b> <i>It is about the team, not just the individual</i></p> <p><b>People</b> <i>People are why we do this</i></p> <p><b>Passionate</b> <i>We truly care about the work we do</i></p> <p><b>Sustainability</b> <i>We care about the world and want to leave it better than we found it</i></p>
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**Job Description**

**JOB PURPOSE: BREWER**

**Brewing Philosophy**

*“Our beer is many things, but it is always relatable, innovative, purposeful, locally minded, and incredible. We care about our beer as much as we care about those who drink it.”*

We are looking for a motivated and enthusiastic self-starter who is in alignment with our mission and purpose. We are growing at a rapid rate in the state of Minnesota and northern WI and are looking for someone who is enthusiastic about beer plus knowledgeable and skilled in cellaring and brewing best practices.

Our brewery team works hard day in and day out to constantly improve our products and practices. Everyone on our team works together to find the best answers and feedback is encouraged. Quality and consistency are our focus with every action. Attention to detail is paramount.

While we always strive for a clear and consistent schedule, but beer is a living process, and it is important for all brewery team members to remain nimble and flexible in order to facilitate all tasks in the brewery. We often have set schedules available as long as there is flexibility from time to time to either stay later or come in early to help the processes stay on track.

**DUTIES AND RESPONSIBILITIES**

- Brew and package beer according to brew schedule and per the Production Manager & Head Brewer
- Assisting with milling, mashing, and lautering, wort boiling, cooling and transferring to fermenters, racking beer from Fermenters to Brite Beer Tanks, and ensuring all brewing processes are recorded properly
- Always keep brewing facility clean and functional

- Follow cleaning & maintenance schedule and consult supervisor about cleaning needs and perform all required cleanings to appropriate standard including tanks, brewhouse, kegs, and other packaging, packaging line, and other equipment as directed
- Assist with inventory counts of finished beer, grain, hops, and other raw materials inventory
- Follow inventory procedures for all raw materials, chemicals, beer, cooperage, small parts, packaging, supplies etc. and report deficiencies to supervisor
- Assist with inventory counts as needed
- Monitor quality, temperature, pressure, gravities, DO, and carbonation of beers in tanks, in package, and at the taproom on daily basis
- Participate in beer tasting panels
- Work with Production Manager & Head Brewer to keep an improvement log on all issues as they develop
- Follow all brewery and taproom policies and procedures and follow current developments in local, state, and federal laws applicable to the service of alcohol, safe food handlings health standards etc.
- Label all kegs and other package product in accordance with federal and state law using appropriate keg collars, labels, and date codes
- Complete all necessary paperwork accurately and on time
- Always remain willing and available to learn new things

## **QUALIFICATIONS AND EDUCATION REQUIREMENTS**

### Qualifications and Education Requirements

- Must be 21 years old
- Available to work full-time (40+ hrs/ week) including nights and weekends
- A formal brewing education from credited brewing program preferred
- Experience in commercial brewery
- Demonstrating knowledge of craft beer, including an understanding of beer production (Cicerone Beer Server or similar certification preferred)
- Excellent communication and organizational skills
- Attention to detail and ability to multi-task
- Ability to anticipate and proactively address problems in fast-paced environment
- Positive attitude and ability to work with diverse set of people
- Aptitude for and desire to learn the mechanical workings of brewing equipment in order to address problems quickly and efficiently
- Grace under pressure!

## **WORKING CONDITIONS**

While performing duties of this position, the worker is exposed to inside environmental conditions, extreme heat, potential for physical injury, exposure to hot fluids, pressurized vessels and transfer lines, strong odors, chemicals, and moving machinery. The noise level in the work environment is moderate to loud most of the time.

## **PHYSICAL REQUIREMENTS**

- Ability to stand for extended periods of time, walk, talk, hear, use hands to finger, grasp, handle or feel, push, pull, reach, crouch, kneel, crawl or bend, and perform repetitive motions of the hands and/or wrists.
- Ability to frequently lift and/or move up to 55lbs, and be able to move kegs which weigh up to 175lbs
- High mental and visual attention required for planning difficult work methods and sequences to obtain size, shape, or physical qualities of product AND/OR extremely close visual attention such as delicate adjustments to control high speed operations to exercise very precise muscular control

## **DIRECT REPORTS**

The Brewer will report directly to:

- Head Brewer/ Production Manager

### COMPENSATION AND BENEFITS

- Competitive wages determined by experience
- QSEHRA: \$250/mo plus \$100/mo/dependent
- Company paid Dental & Life Insurance
- Paid time off
- 401K Retirement with up to 4% match
- Family leave
- Product Discounts