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WHITE FRONTIER LTD
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To

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Date

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Referring

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Head Brewer
Job description

Created in 2014 and nested in the Swiss alps close to the freeride Mecca of Verbier, White Frontier LTD is a Swiss Professional Craft Brewery focused on exploration and the freeride spirit. It's mission is to bring consumers off piste by offering delicious and innovative beers with a constant focus on quality. Equipped with a state of the art fully automated BrauKon brewery, including automated CIP, it's installed in one of the largest wine producing facility in Switzerland, leading to interesting collaboration of those two thrilling industries. By partnering with sports professionals, competitions and sports brands on a personal & professional level (Xavier de le Rue, Freeride World Tour, The Faction Collective), White Frontier aims at replicating that concept in other challenging environments where their consumers enjoy pushing their own limits. With it's 30HL Brewhouse, and a wide range of fermenting tanks, the focus is now on innovation, growth, great experience along the way. Check out www.whitefrontier.ch to discover our world.

Job Description Summary:

The Head Brewer is responsible for operating the brewery and leading the brewing team to consistently produce top quality beer in the safest and most efficient manner possible. The Head Brewer is also responsible for keeping White Frontier LTD on the forefront of brewing innovation, excellence, and sustainability. The Head Brewer will teach, train, and grow the brewing team to be well-rounded, top brewers in the industry and become brewery ambassadors in events and across the profession. The head Brewer will collaborate with the founders at the managerial level. His level of professionalism must be as well developed as his humour and high energy. We believe in boldness. We thrive to explore.

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Finished Beer Production and Process Improvement:

Quality Finished Beer Production is ultimately the most important part of the Head Brewer's job. The beer produced by White Frontier LTD has to be consistent, free from defects, true to style and of the highest quality. As we are aiming at being one leader in quality, White Frontier LTD depends on the Head Brewer to make every decision and action with Quality in mind. The Head Brewer does the day to day brewing and cellar operations and works in concert with the packaging & logistics team to insure that only the very best products reach our customers and constituent partners. The Head Brewer monitors every function of the Brewing Department and alerts upper management of any foreseen issues in the process.

- I. Track and analyse performance on a daily basis to identify gaps and opportunities to continuously improve the quality, consistency, and cost of our products
- II. Provide the future brewers and cellar operators with the resources and guidance they need to maintain operations within Quality tolerances
- III. Organise Taste panels and train employees and ambassadors to sensory analysis
- IV. Maintain an adequate supply of quality malt, hops and other brewery supplies to keep up with production, and develop synergies with friend breweries
- V. Qualify new suppliers and keep records of supplier issues and performance to assist in determining annual supplier decisions

Essential Duties and Responsibilities:

Leader: The Head Brewer is responsible for training, guiding and growing the brewing/cellar team to become educated, efficient, innovative and well-rounded brewers.

- I. Lead by example and set Safety First culture by always wearing PPE, and looking out for the well-being of the staff with identification and correct hazards and environmental concerns in a timely manner
- II. With the marketing team, Lead new product development with recipe formulation and innovative techniques to create



- exciting flavour experiences while coordinating with the management team to adhere to swiss & international labelling guidelines and product launch time frames
- III. Have a training plan of continuing education for themselves and each member of the brewing team to constantly improve knowledge base on brewing and the industry
 - IV. Maintain positive teamwork environment with constant communication and coordinate with packaging and warehouse teams to escalate any issues in a timely fashion that could impact production goals
 - V. Organise and unite the team with constant communication on performance and focused objectives and goals inside the brewery

Decision Making/Responsibilities:

Many of the major quality decisions are done at a team level but this manager has the authority to make decision for his department in keeping with company goals and objectives.

Ambassador: The Head Brewer is one of the premier marketing resources of the White Frontier LTD staff, representing the Company at internal and external events.

- I. Collaborate with the event sub-company White Frontier Brewery Sàrl for in-house and external tours and brewer events ensuring we represent the brewery well at each occasion.
- II. Give VIP tours that convey the brewers' passion, convey the distinctions of our brewery in the craft industry and adjust content to the audience.
- III. Be the primary point of contact for our brewery material suppliers, and mediate any quality and supply issues.
- IV. Participate in events where needed and represent our brewery with passion and professionalism.

Knowledge, Skills & Abilities

The Head Brewer must possess:



- I. Management skills: This position requires good time management, creativity, communication, troubleshooting, teamwork, project management and people skills.
- II. Planning and scheduling of workforce and production to meet packaging, shipping, and new product launch objectives.
- III. Troubleshooting, process improvement, and creative recipe development will be a constant demand.
- IV. Must be able to evaluate, develop and execute training plans for Brewing/Cellar staff
- V. Communication skills (Interpersonal, teamwork, presentation, positive attitude)
- VI. Continuous Improvement
- VII. Software (Microsoft Office Suite, BrauKon BrauControl a plus)
- VIII. Mechanical (PM, Kronen, GAI a plus)
- IX. Electrical PLC knowledge a plus
- X. Welding capability is a plus
- XI. An understanding of Laboratory Operations / Quality Assurance / Quality Control, with a basic knowledge of chemistry and biology
- XII. Previous Packaging, bottling and racking experience to help troubleshoot
- XIII. A strong work ethic and the ability to multi-task; yet stay focused on company targets & objectives
- XIV. Flexibility to do whatever it takes to get the job done right
- XV. The Head Brewer must be able to obtain the Fork Lift Certification from Switzerland

Minimum Education &/or Experience required:

- I. English work proficiency + French or German work proficiency
- II. A formal brewing education from a credited brewing program or professional brewing experience is considered above all else (Siebel, Leuven, Weihenstephan, Doemens)
- III. University Degree in a related technical field (Science or Engineering) or equivalent
- IV. Minimum of three years of experience in a Commercial Production Brewery (30HL barrel brew house, barrel aging, sour production, pilot brewing, brewery installation a plus)



Physical demands-The H. Brewer must be able to:

- I. Frequently stand for the duration of the shift, walk, bend over, twist, kneel, climb, stoop and crouch. This position requires the ability to routinely and repeatedly lift up to 25kg and manoeuvre 70 kg repeatedly
- II. Use their hands to perform fine manipulation, handle or feel, and must be able to reach with hands and arms
- III. Identify product deficiencies (color, smell, taste). This requires having close, distance, color and peripheral vision as well as depth perception and the ability to adjust focus
- IV. This position requires proper handling of hazardous materials and operation of complex moving machinery
- V. While performing the duties of this job, the employee is regularly exposed to a damp, wet environment with hot liquids, airborne particles, chemicals, and moving machinery. The noise level in the work environment can be very loud.

Work Environment:

- I. It is expected from all employees to enjoy the great outdoors
- II. Collaboration is encouraged. White Frontier works very closely with the wine industry and we aim at innovating together. The respect of the sister company's work standard is expected.

Compensation:

- Bringing your experience to a well funded start-up in the middle of the alps.
- Possibility to actually brew and contribute to the growth of an exciting new company with exciting objectives & extensive network
- Join a very diverse team of highly skilled professionals
- Competitive salary and social benefits
- Ski-Pass
- 4wd company car
- Apple Laptop & Iphone + Unlimited communications