Head Brewer: Nørrebro Bryghus – Baldersbrønde Bryggeri A/S

Send applications on English or Danish to: akl@noerrebrobryghus.dk

Deadline: 23. Marts 2014

1. Job titel The Brewery	Head Brewer Nørrebro Bryghus - Baldersbrønde Bryggeri A/S is a 1000m2 facility located in Hedehusene (Denmark) between Copenhagen and Roskilde. We brew on a fully automated 30HL Velo brewhouse. Producing a wide variety of our own brands, with a few additional seasons. We have an old KHS bottling line, New KHS Kegging line; Capable of filling 5.500 bottles pr. hour and 30 kegs pr. hour. Our annual volume for 2014 is estimated 10.000HL but is growing rapidly (34% in 2013). www.NoerrebroBryghus.dk
2. The purpose of the function	Ensure that the beer produced is consistent and of highest possible quality within the framework for efficiency, cost and safety.
3. Place in the organisation	The brewer will lead the brewery and the staff in the production and will refer to the sales director.
4. Responsibility	The head brewer is responsible for the production process from buying raw materials to the beer enters our warehouse. This includes the following principal points:

	1. The quality of the beer. - Monitor the quality control systems and take care of the quality of the entire process. **2. Planning** - Preparation and monitoring of brewing planning. - Workforce planning. - Inventory of raw materials, consumables and other materials. **3. Personnel** - Running the production. Today 3 men, including a brewer and one with technical skills. **4. Improve Processes** - Monitor Key Performance Indicators (KPIs). - Initiate and implement improvement projects in the field of quality and KPIs. - Supervising and controlling investment projects. **5. Product** - Improvement of existing properties or production beers. - Develop new beers in consultation with management.
5. Functional relationships	**Internal:** The head brewer is working closely together with the sales and backoffice department. **External:** The brewer maintains contacts with suppliers of raw materials and other materials.

6. Personally **competencies**	**Analytical ability** Good analytic and systematic mind for troubleshooting and reaching goals. **Entrepreneurial activity** Constantly focused on initiating improving the efficiency and effectiveness of the processes and used to work with KPI goals. **Social skills** In directing others to find the right balance between a pleasant working environment and also to ensure that work is carried out meticulously. The ability to train and manage people in a positive and productive manner is needed. (Lean Management) **Communication skills** A sense of humor is important but also that you are well capable to articulate ideas in a logical, clear and balanced way. Have the personality to interact well with the public and willing to do occasional PR and sales support work. **Flexibility** Flexibility both in terms of the wide variety of tasks associated with the function regarding the irregular working hours that will function with it. **Physical skill** Physical able and willing to perform all types of work including kegging and bottling. **Other skills** Independency

	No fears of computers Organized and able to manage scheduling and inventory.
7. Training, knowledge and skills	Major theoretical knowledge of all aspects of the brewing process. In addition, the head brewer must be able to brew independently. Ideally a university education brewing technique is required and 3 or more years' experience from a production brewery (> 5.000 HL/year). Detail oriented and cross-trained in all brewery operations including a good mechanical understanding.
8. Working conditions and salary.	The position is held in a normal workweek. However, it is in the nature of the function that the head brewer will have longer working hours and sometimes weekends are also needed to fulfill the tasks. The compensation for overtime shall be considered to be included in salary. The salary reflects the skills and background that you have, but we offer a monthly start salary on minimum 35.000dkk (4.700€) before tax. You will have access to company paid laptop and telephone.