



Job Description:

Company:

Location:

Immediate Supervisor:

Head Distiller

Hamilton Distillers Group, Inc.

Tucson, AZ

CEO

Company Overview

Hamilton Distillers Group, Inc. is a Tucson, Arizona based, family founded distillery that produces award-winning, "grain-to-glass", American single malt whiskies crafted in the Scottish style under the brand *Whiskey Del Bac*. The signature product, Dorado, is distilled from barley, malted in-house, then dried with smoke from Sonoran Desert sourced mesquite wood. The story of its founding and the Paul family's journey to produce and distribute some of the finest and most unique American single malt whiskey is one we look forward to sharing with you as a member of our growing team.

Position Summary

Whiskey Del Bac is looking for an experienced and innovative Head Distiller to lead our growing distillery operations. This person provides leadership, oversight and execution of day-to-day distillation, malting, barrel maturation, blending and bottling operations. The position reports directly to the CEO and will play a lead role in executing the long-term plan (LRP) that includes management of spirit inventories to meet growing demand, new product development, implementing an enhanced quality control program and oversight of regulatory compliance. A key component in the LRP is execution of a series of planned production expansions that culminates in the development of a destination distillery in the Tucson area for which this role will provide crucial technical and project oversight duties. Whiskey Del Bac is dynamic work environment with a unique southwestern culture that serves as the basis for our growing and thriving brand, so we are keen on finding a perfect fit to join our team.

Responsibilities**Production Duties**

- Provide leadership and direct oversight of a team of 1-Lead Shift Distiller and 1-3-Shift Distillers
- Publish daily / weekly / monthly / quarterly Production calendar that meets production, malting, barreling and bottling objectives based on budget and forecast – ensure it is published at least 90-days in advance
- Provide guidance and oversight to Lead Shift Distiller in production operations of grain handling, malting, mashing, fermentation, distillation, barreling, blending and bottling

- Ensure adherence to CIP and safety protocols
- Infrequent daily shift distiller duties when needed to ensure understanding of our processes and to backfill for absences of team members
- Direct oversight of blending of spirits for barreling and bottling operations
- Management of effluent removal by way of coordination of approved farmers for stillage and ensure compliance with local regulations for
- Oversight of utilities that support production such as compressed air, steam and chilled glycol - coordinate with CEO and third-party vendors to ensure sufficient capabilities to meet demand

QC / R&D / Regulatory Duties

- Develop and lead Quality Control (QC) program that ensures product integrity, consumer protection and adheres to local, state, and federal guidelines
 - Oversee all sensory of bottling batches, new products, QC, etc.
 - Only bottle sensory approved batches
 - Maintain archive library to ensure product quality and integrity
- Oversight and responsibility for R&D & New Product Development (NPD) programs
 - Direct oversight of annual Distiller's Cut and Winter releases along with the Private Barrel program
 - Play lead role in the development of innovative spirits and specialty releases that leverage and expand on the brands national recognition and super premium price points
- Oversight of Distillery Enterprise Resource Planning (ERP) software to ensure all TTB required data is reported daily / weekly / monthly that meets record and reporting requirements
 - Coordinate with various team members to ensure Monthly TTB Operations reports are accurate and filed on time
 - Assist Accounting team on Federal Excise Tax calculations
- Develop and implement enhanced protocols / SOPs, and ensure compliance, in the following areas:
 - Safety Program (e.g., Lock-Out/Tag-Out, Confined Space, Hot Work, etc.) that meets OSHA and other local, state and federal guidelines
 - Cleaning-In-Place (CIP), Pest Control and Preventive Maintenance programs
 - Filtration program for distillation, blending and bottling
 - Gauging of proof gallons in distillation, barreling, storage, blending and bottling stages (ensure adequate and calibrated equipment to meet this requirement)

Budget / Inventory / Project Management Duties

- Forecast and schedule procurement of product and raw material requirements – coordinate directly with Vendors and Office Manager on Purchase Orders
- Work closely with CFO on long range forecast of raw materials, proof gallon production, and maturation for annual budgets and Long Range Plan (LRP)

- Direct oversight of Spirit Model to ensure sufficient spirit inventories to meet near and long-term demand based on budget and LRP
- Management of technically oriented spare production equipment parts (motors, valves, pump seals, etc.)
- Data entry and batch tracking of KPIs such as quality indicators, production logs, lab data, production output, spirit inventories, etc.
- Assist CEO with process and production expansion projects and play key technical role to develop requirements as well as assist with project management oversight

Brand Ambassador / Marketing Duties

- Serve as a Brand Ambassador with consumers, press and other stakeholders
- Work closely with Co-Founders and Sales team on promoting the brand and being available for virtual and in-person tastings that may require occasional evening and weekend commitments

Qualifications

Minimum

- Bachelor of Science (BS) degree, preferably in biochemistry or chemical engineering
- 5-plus years of distilling experience that includes oversight of distilling personnel
- Excellent sensory skills
- In depth knowledge of state and federal liquor laws
- Strong organization and time management skills
- Ability to interface with various levels of management to include Board of Directors
- Experience serving as Brand Ambassador with strong presence and presentation skills
- Self-motivated and ability to work with limited amount of direction; ability to work both independently and within a team to accomplish goals
- Ability to work on your feet for upwards of an 8-hour shift
- Ability to climb ladders and work at heights
- Ability to lift 50-lbs

Compensation

- Competitive base salary
- Target bonus paid annually based on achieving Production and Company KPIs
- Long term incentive in form of equity grant(s)
- Ten (10) days of Paid Time Off and seven (7) Federal Holidays with two (2) Floating Holidays along with Arizona's mandated sick days
- Medical Allowance

Qualified Candidates please reach out to Kent Cheeseman, CEO, at kent@whiskeydelbac.com