

Brewer
Full-time Regular, Hourly, Saint Paul

Fair State Brewing Cooperative is seeking a full-time Brewer to join our brewing staff in St. Paul, MN.

Fair State is one of a limited number of cooperatively-owned breweries in the US. We began operations at our Northeast Minneapolis brewery/taproom in August 2014, and added a large production brewery in St. Paul, MN in 2017. We operate a 7.5bbl brewhouse at the taproom location and a 4-vessel 30bbl brewhouse at the St. Paul location, where we also package our beer in cans and bottles. We focus on traditional lager beer, sour beer (ranging from kettle sours to 100% barrel-fermented mixed culture beers), and hoppy beers.

We're looking for a dedicated, hardworking, and knowledgeable person to join our team. The ideal candidate would have significant brewing experience; be willing to work across all brewing, cellaring, packaging, and quality operations; and be willing and able to contribute to our continued growth and excellence.

Brewers at Fair State are responsible for more than producing wort; they are expected to collaborate with staff across the production process, to participate in all aspects of production from grain to pallet, and to be leaders in upholding and improving our internal processes.

Responsibilities

- Producing wort on a 30bbl 4 vessel DME brewhouse
- Performing CIP and sanitation of fermenters, brite tanks, and the brewhouse
- Performing cellar work. including transfers, dry-hopping, centrifuging, and carbonating beer
- Performing yeast management (harvesting, pitching, cell counts, etc.)
- Cleaning kegs and keging finished beer
- Packaging beer (kegs and cans)
- Conducting raw and finished materials inventory counts and following inventory management processes
- Dealing with barrels (wine and spirit): filling, transferring, blending, cleaning, and maintenance
- Interfacing with brewery management software and paper forms to complete extensive record-keeping
- Contributing to a safe working environment by following safety procedures
- Representing Fair State at events, as necessary
- All the squeegee and mop work that you can handle
- Maintaining a clean and orderly work environment
- Operating forklifts, scissor lifts, hand trucks, and vehicles as needed
- Participating in continuous improvement activities
- Performing weekly sensory evaluation of packaged product
- Contributing to recipe and process development as needed

Desired skills and experience

- Experience working in a production brewery
- In-depth knowledge of the brewing process
- Willingness to work hard, often at odd hours, and on a consistent schedule defined by our production needs
- Ridiculous dedication to the aforementioned mop and squeegee work
- Ability to make informed decisions independently based on appropriate information
- Impeccable attention to recordkeeping, with excellent verbal and written communication skills
- Very strong arithmetic, problem-solving, and mechanical skills
- Ability to troubleshoot, find solutions under pressure, and change tasks quickly while maintaining focus and a constructive attitude
- Willingness to find root causes, and support long-term improvements
- Dedication to learning, improving, and contributing to a dynamic and growing team
- Commitment to ensuring compliance with company policies and procedures
- High school diploma or GED
- Experience with sour beer generally, and barrel-aged/mixed culture beers especially, is a plus

- Experience with Orchestrated Beer a plus

Requirements

- Must be at least 21 years of age as of the time of application
- Able to operate a wide variety of small hand tools
- Able to read, comprehend, and communicate with others using written and spoken English
- Able to sit (including drive) or stand for prolonged periods of time
- Able to stoop, crawl, twist, turn, lift, kneel, climb ladders and stairs
- Able to manipulate valves and clamps
- Able to regularly lift/carry heavy objects (55 lbs) repeatedly and safely
- Able to occasionally move very heavy objects (160 lbs)
- Able to comply with safe chemical handling procedures, including personal protection equipment such as gloves and goggles
- Able to safely work on ladders and elevated platforms and in confined spaces
- Able to safely operate vehicles and material handling equipment (e.g., vans, trucks, hand trucks, scissor lifts)
- Able to use a computer
- Able to work in a production environment with noise, strong odors, wet surfaces, and movement
- Able to read and interpret numerical and graphical reports
- Must have a valid driver's license, reliable personal transportation, be able to safely operate vehicles, and be able to pass insurance driving record review
- Able to work in a fast-paced environment with high-pressure deadlines, time constraints, and distractions
- Able to deal constructively with conflict and disagreement

Compensation and Benefits

This is a full-time, hourly position compensated at \$22 per hr. As a full-time employee, this role is also eligible for:

- 7 paid holidays (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day)
- Paid Time Off, which can be used for any purpose and is accrued at a rate of 0.0769 hours of PTO per hour worked (4 weeks per year)
- Paid parental leave (160 hours of paid parental leave in the 12 months following, or the 9 months prior to, the birth, adoption, or foster placement of a child in their home)
- Health insurance for employee, spouse / domestic partner, and dependents, with a portion of premiums paid by Fair State
- Dental and vision insurance, with 50% of employee and dependent premiums paid by Fair State
- Short- and Long-Term Disability, Accidental Death & Dismemberment, and life insurance coverage, with 100% of premiums paid by Fair State
- Flexible savings account for medical and dependent care
- Simple IRA with employer-matching up to 3% (eligible in 2021)
- Employee Assistance Program
- Discounted membership in our cooperative (after 6 months)
- Credit for Fair State clothing merchandise at hire
- Annual safety clothing & equipment stipend
- Employee beer stipend
- Fair State merchandise and beer discounts

Application Process

To apply, email a resume and cover letter to productionjobs@fairstate.coop. Applications will be accepted and interviews conducted on a rolling basis, and we're looking for someone to start ASAP.

Equal Employment Opportunity

Fair State Brewing Cooperative strongly supports equal employment opportunity for all applicants regardless of race, color, religion, sex, gender identity, pregnancy, national origin, ancestry, citizenship, age, marital status, physical disability, mental disability, medical condition, sexual orientation, genetic information, or any other characteristic protected by state or federal law.