

## **Merchandiser**

**Full-Time; Regular; Hourly; Minneapolis-St Paul, MN**

Fair State Brewing Cooperative is seeking a full-time Merchandiser to join our sales staff in the Twin Cities.

A little about us: Fair State is one of the first 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. Our products are available throughout the upper Midwest, a handful of markets on each coast, Texas, and even a few countries. We are known for producing high quality beer ranging from our flagship hazy IPA, Mirror Universe, to nuanced mixed culture sour beer, and collaborating with friends throughout the industry as often as possible. As a member-owned cooperative, we take seriously our ability to positively affect each market through our events programming, our approach to doing business, and Fair State Cooperates, our philanthropic and volunteer program.

A little about you: you know a lot about craft beer, you love the craft beer community, and you are passionate about welcoming new people into that community. You are excited about being part of a team that's growing rapidly and is committed to continuing to experiment and create. You treat others with respect, you act with integrity, you take pride in doing excellent work, and you have fun doing it. You have excellent judgment and can work independently, and you are also good at staying connected to your team remotely. You will work closely with our wholesaler partners and sales management to ensure our beers are properly represented throughout accounts in the Twin Cities.

### **Responsibilities**

- Maintain Fair State brand standards throughout a predefined account universe
- Work closely with the off-premise manager to develop brand standards best practices
- Build relationships with accounts to grow share and placement at retail
- Use Litypad, email, phone, and in-person meetings to work collaboratively with distributor sales representatives and accounts
- Comply with Fair State policies, including appropriate recording of customer interactions and business expenses, safe driving and phone use, and employee conduct

### **Desired skills and experience**

- Willingness to work hard and develop a routine
- Strong attention to detail, curiosity about what works and what could be better, and willingness to continually learn
- Dedication to learning, improving, and contributing to a dynamic and growing team, including participating in ideation, planning, and evaluation; willingness to adapt to new structures, goals, and practices; and a commitment to following company policies and procedures
- Comfortable with limited supervision and able to make decisions independently
- Excellent judgment, outstanding professionalism, and exemplary communication and teamwork skills

### **Requirements**

- Must be at least 21 years of age as of time of application
- Able to communicate effectively in English by speech and writing with account employees, distributor representatives, and Fair State employees,
- Able to use Gmail, Google Calendar and to learn new technologies as needed
- Able to sit (including drive) or stand for prolonged periods of time
- Able to lift/carry heavy objects (55 lbs.) safely

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- 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 engage with diverse audiences to effectively develop partnerships and represent our brand

### **Compensation and Benefits**

This is a full-time, non-exempt, hourly position. Compensation will be \$17/hr. As a full-time employee, this role will also be 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 of employment
- Merchandise and beer discounts

### **Application Process**

To apply, please send your resume and cover letter to [salesjobs@fairstate.coop](mailto:salesjobs@fairstate.coop) with the subject line, "Merchandiser Position". Applications will be accepted, and interviews conducted on a rolling basis. The start date for this role is flexible, but as soon as possible preferred.

### **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.