



Job title	<i>Taproom Manager - Fulltime</i>
Reports to	<i>Chief Manager</i>

Background

Modist Brewing Co. is a soon-to-open brewery in the North Loop neighborhood of Minneapolis (target launch date mid-Q1 2016). The brewery space, located two blocks from Target Field and two blocks from Washington Ave., will also feature a large taproom for on-site consumption.

The premise of our brand is to develop beers that defy the current brewing convention and embrace all facets of the beer consumption experience. These beers will be new to the world in their uniqueness and will highlight original recipes that focus on **flavor** over **style definition**. Our vision statement captures our approach:

*At Modist, our aim is to **modify** beer and how it is perceived by defying rules and expectations. We don't abide by established style guidelines and refuse to bend to pre-conceived notions. We push past traditional brewing by embracing creativity and unconstrained experimentation, taking an innovative approach to ingredients and techniques in order to harness raw inspiration and consistently create new and unique beer experiences.*

Job purpose

At Modist, we believe that the taproom will be a key part of our success as it will likely be the first experience consumers have with our brand. The Taproom Manager will be responsible for making the taproom experience nothing short of exceptional.

The Taproom Manager ensures smooth operation of the taproom by making sure that the taproom is appropriately staffed, that beer tenders have everything they need to successfully and efficiently complete their tasks, that the taproom environment is comfortable, that the beers are at their absolute best, and that unforeseen needs are addressed quickly. The Taproom Manager is also responsible for ensuring that customers have a positive experience during their visit.

Duties and responsibilities

The Taproom Manager is responsible for the following:

- Setting the daily schedule for taproom employees at minimum of one week in advance and for at least one week out
- Opening and closing the taproom (setting up and closing down cash drawers, ensuring that the taproom is clean and ready for patrons, restocking/ordering any necessary supplies, addressing any unforeseen needs)
- Ensuring that the beers on tap are acceptable to serve (right temperature, optimal quality, no off-smells or flavors)
- Tirelessly making sure that taproom patrons' needs are met quickly and efficiently
- Creating and maintaining a pleasant taproom environment (temperature, music, cleanliness, conduct)
- Planning and executing special events in the taproom
- Working with the owners and marketing department to properly market the taproom
- Managing food truck schedule, catering (for special events) and creating and maintaining relationships with local food establishments that deliver to the taproom
- Maintaining accurate taproom inventory (glassware, crowlers, merch, etc.)
- Stepping in as beer tender and/or beer educator as needed
- Working towards continuous optimization of taproom operations
- Serving as team leader to staff of beer tenders
- Playing the role of brand ambassador

Qualifications

Qualifications include:

- Available to work full-time (40 hrs / week), including nights and weekends
- Prior bar / restaurant management experience
- Prior taproom / bartending experience
- Demonstrated knowledge of craft beer, including basic understanding of beer production (Cicerone Beer Server or similar certification preferred)
- Excellent communication and organizational skills
- Exceptional customer service skills
- Attention to detail and ability to multi-task
- Ability to anticipate and proactively address problems in a fast-paced environment
- Demonstrated leadership
- Positive attitude and ability to work with a diverse set of people
- Basic familiarity with tablet-based POS systems and other web-based / MS Office software

- Ability to lift 35-50 lbs
- Ability to move full kegs with the aid of a dolly
- Aptitude for and desire to learn the mechanical workings of taproom equipment in order to address problems quickly and efficiently
- Grace under pressure

Working conditions

This position requires an individual who works under a range of circumstances, including: shift work, weekend work, working with challenging patrons, working in the fast-paced environment of a crowded taproom, and working within close proximity of an operating brewery (noise, heavy equipment, odors related to the brewing process).

Physical requirements

The Taproom Manager will likely be required to stand for extended periods of time when overseeing taproom operations and/or serving as alternate beer tender. S/He may also be required to lift boxes 35-50 lbs and move empty / full kegs with the help of a dolly.

Direct reports

The following individuals will report to the Taproom Manager:

- All beer tenders

What Modist employees can expect

At Modist, we pride ourselves in creating a superb working environment. As a member of the Modist team, you can expect to be:

- Compensated well and fairly based on responsibilities and position
- Involved in the evolution and growth of the company
- Informed about company decisions and performance as well as your own performance (via biannual performance reviews)
- Empowered to make decisions that are in line with overall company goals
- Trusted to execute your duties responsibly and to be an ambassador of the Modist brand
- Continuously challenged with increased levels of responsibility commensurate with outstanding performance
- Valued and appreciated for your contributions
- Promoted / rewarded for your efforts
- Provided with mentorship and learning opportunities related to craft beer