



# Modist Brewing Co.

Position:	Delivery Driver
Reports To:	Warehouse Manager
Status:	$\frac{3}{4}$ Time / Hourly / Non-Exempt
Hourly Pay:	\$20/hr (increase to \$21/hr after probationary period)

## **MISSION:**

At Modist, our aim is to modify beer and how it is perceived by defying rules and expectations. 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 create a new beer experience.

## **JOB OVERVIEW:**

Modist delivery drivers are in charge of safely and accurately bringing our products to all of our accounts. As extensions of the Modist brand, they must maintain a positive attitude, open communication with both fellow team members and the staff of our accounts.

## **GENERAL MODIST REQUIREMENTS:**

Modist Brewing is an inclusive and safe community and expects all employees and prospective new hires to exhibit the following qualities:

- Treat every individual with respect and facilitate a safe and welcoming environment for all employees and customers
- Be responsible and self driven, conducting oneself with dignity, self respect, and motivation
- Be an ambassador for Modist, all Modist brands, and act as a steward for the Minnesota Brewing community

## **KEY DUTIES & RESPONSIBILITIES:**

- Deliver Modist products to the designated accounts safely and efficiently.
- Stock shelves and coolers and encourage a "first in - first out" sales strategy



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- Receive and process payment for deliveries into the correct channels and under the direction of supervision
- Track and return empty kegs to the brewery
- Load and unload delivery vehicles as directed by warehouse manager
- Communicate problems or discrepancies on invoices or with accounts to Warehouse manager
- Assist the warehouse manager or person in charge in the organization and arrangement of production cooler
- Report vehicle issues and condition to Warehouse Manager, Sales Manager or Head of Operations

## **SKILLS REQUIRED:**

- Experience, knowledge, and/or ability to learn simple technology platforms (spreadsheets, Google Suite, email, Slack, Ekos, etc.)
- Independent, trustworthy and responsible
- Valid driver's license
- Clean driving record and reliable transportation to get to work on time.
- Ability or willingness to learn to safely operate electric pallet jack, forklift, powered pallet jacks, manual pallet jacks and handtrucks(Dolly).
- Attention to details of package/brands, dates on products, and details on invoices or orders.
- Effective written and verbal communication skills
- Must prioritize safety and maintain a clean driving record while under Modist employment

## **WORK ENVIRONMENT:**

- Able to work flexibly in multiple work environments including the Modist office, taproom, production brewery, off-site, and field locations
- Prioritizes safety and insists that team members follow safety protocols and best practices to ensure a safe work environment for all employees
- Driving between account locations
- Flexible schedule. Start in time of 8:30am normally Tues-Friday
- Pass a DOT physical every 2 years.

## **PHYSICAL REQUIREMENTS:**

- This role lifts and/or moves up to 75 pounds safely and maneuvers 165 lb. kegs. w/ help from a dolly
- This role involves being on your feet in a physically demanding environment for at least 8 hours a shift
- This role involves sitting, standing, bending, reaching in an 8 hour day
- This role involves remaining stationary for long periods of time (driving) between account locations



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## Work Agreement

Modist Brewing Co. - Delivery Driver  
3/4-time, Hourly Position, Non-Exempt Employee

I have read and understand the job requirements for the Delivery Driver position.

I, \_\_\_\_\_ am accepting this job with full knowledge of these job requirements, as well as, the knowledge that there will be duties and functions that I perform that are not listed on this job description. I will continue to be proactive with my position here at Modist Brewing Co. and constantly look for ways to improve and excel within my position.

\_\_\_\_\_ agrees to an annual pay rate of \$\_\_\_\_\_. **Employee is also eligible for the Modist Brewing Co. benefits package, see handbook.** This position may also partake in employment of other positions at Modist Brewing Co. for hourly pay, and a share of shift tips if applicable. Employee's direct supervisor must approve all overtime prior to working those hours or accepting a shift that will put you into overtime.

Employee agrees that Modist Brewing Co. information – including, but not limited to internal documents, policies, procedures, vendor lists, recipes, brewing practices, and customer information are considered confidential and under no circumstances will be shared or distributed outside of the company during or after employment with Modist Brewing Co.

This is not a contract for employment. This position is an at-will position, meaning an employee or employer may sever the relationship at any time for any reason, with or without notice and with or without cause. Modist Brewing Co. is an equal opportunity employer.

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Employee Signature

Date

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Employer Signature

Date