

Job Title:

Director of Winemaking

Position Summary:

The Director of Winemaking is responsible for the execution and leadership of all winemaking, cellar and lab operations across three facilities. The Director is the key leader of the winemaking staff, as well as the leader of the development, sourcing and implementation of wine quality, style, and costs to meet winemaking objectives for all the Company's wine brands. In partnership with the Leadership Team, the Director also serves as the Company's spokesperson for its wine brands.

Essential Duties and Responsibilities:

Winemaking

- Manages the planning, sourcing, procurement, and processing of grapes and wine to support the Company's national wine brands, control brands and exclusive label programs.
- Identifies and maintains relationships with growers, vineyard owners, and assures bulk wine quality.
- Negotiates bulk wine contracts with growers and assure grower relations remain intact through on-going site and vineyard visits.
- Maintains operations of all winemaking through the monitoring of ferments, drain & press decisions, cooperage/oak alternative decisions.
- Oversees cellar, barrel and laboratory activities that produce maximum quality all while optimizing efficiency of labor and equipment.
- Owns and drives the winemaking plan and works with team to execute an efficient harvest and crush across three facilities that includes vineyard & grower management, decisions for pick and crush/press scheduling.
- Works with Supply Chain and Production to ensure a consistent and on-time provision of wines for scheduled bottlings.
- Develops and implements wine processing strategies ranging from storage, sensory evaluation and defining blending requirements.
- Manages third-party cellar, custom crush and winemaking services and contracts, in addition to providing excellent customer service.
- Facilitates monthly wine tastings for Marketing & the Leadership Team in the interest of research and development to learn about competitive wine brands and innovation opportunities.
- Works with Marketing & the Leadership Team to identify consumer trends, implement winemaking styles, and portfolio innovation.
- Provides leadership in further developing the network of facilities as premium wineries
- Ensures compliance with TTB, state and federal legislation as appropriate.

PR & Marketing

- In partnership with Marketing, acts as brand ambassador when press and PR opportunities arise, including at times acting as spokesperson for the Company and the Company's brands.
- Acts as brand ambassador to actively sell and engage with prospective clients, current customers, and the media.

Budgeting & Admin

- Correlates purchase-orders to finance and scheduling.
- Orders specialty products, including barrels, for all brands/programs managed.
- Maintains and disseminates data for crush report and cooperage communications.
- In partnership with the GM of Operations, CFO and CEO, works to create the annual revenue and expense budget for winemaking.
- In participation with Sales and Leadership Team, plan and implement long-term and short-term grape sourcing, purchasing and contract negotiation.
- Strategize, implement, and manage capital expansion programs.

People

- Leads self and team to foster an environment of continual improvement with a focus on safety, quality, and profitability.
- Develops employees for future growth utilizing the Company's core Operating Principles.
- Maintains excellent communications and relationships with suppliers, customers, and co-workers.
- Acts a leader and inspiration to team.
- Manages and advises on staffing needs.

Qualifications:

- Minimum 10 years winemaking management experience desired, including crush.
- B.S. in Enology or Viticulture, or equivalent experience preferred.
- Good organizational, supervisory and communication skills.
- Well-developed wine tasting skills.
- Strong computer skills, including Excel, Word, and Outlook.
- Microsoft Navision with Vintegrate and/or other wine tracking systems a plus.

Attributes:

- An ability to maintain good relationships with growers, suppliers, customers, and colleagues.
- Strong problem-solving skills.
- Strong commitment to the achievement of results and building high performing teams.
- Excellent planning and project management skills.
- Excellent leadership skills and communication.
- Ability, and interest, to speak in front of groups, customers, clients and the camera.
- Ability to work harmoniously with co-workers and perform duties and responsibilities in a manner consistent with the company's value of exhibiting the highest quality standards in all endeavors.

Physical Demands:

Stand	F		Lift/Carry	
Walk	F		10 lbs. or Less	F
Sit	F		11 – 20 lbs.	O
Handling/Grasping (repetitive motions)	F		21 – 50 lbs.	O
Reaching Above Shoulder	O		51 – 100 lbs.	R
Reaching Outward	O		Over 100 lbs.	N
Climb	O		Push/Pull	
Crawl	N		12 lbs. or Less	O
Squat or Kneel	R		13 – 25 lbs.	O
Bend	R		26 – 40 lbs.	R
Working at the computer	C		41 – 100 lbs.	R
Driving	R		Near Vision (closer than arm's length)	F
Respirator Use	N		Far Vision (farther than arm's length)	F
Other Personal Protective Equipment Use	O		Color Vision	O

N (Not Applicable)	Activity is not applicable to this occupation.
R (Rarely)	Occupation requires this activity several times a month (not daily)
O (Occasionally)	Occupation requires this activity up to 33% of the time (0-2.5+hrs/day)
F (Frequently)	Occupation requires this activity from 33% - 66% of the time (2.5-5.5+ hrs./day)
C (Constantly)	Occupation requires this activity more than 66% of the time (5.5+ hrs./day)

The above information is representative of the work performed in this position, however it is not all-inclusive. The omission of a specific duty or responsibility does not exclude it from the position if the work is similar or related to the essential duties and responsibilities. Other tasks may be assigned as needed.

Reasonable Accommodations Statement:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.