**General Manager**

Caius Farm Brewery

Branford, CT 06405

**Salary and benefits**

* Full time
* Salary of $45,000 - $70,000 a year plus bonus
* Potential for share of ownership based on performance
* Benefits
  + 401(k)
  + Health Insurance
  + Dental Insurance
  + Paid vacation and holidays
  + Employee discount
  + Job-related education reimbursement

**Overview**

Caius Farm Brewery is excited to be opening to the public on or about October, 2022. Our facility is being built from the ground-up and will be a 10BBL system. Caius Farm Brewery is named after the head brewer and founder, Caius Mergy. We are a small, family-owned brewery, and plan to focus on mixed fermentation/sour beers, with an emphasis on barrel aging and traditional German brewing techniques. The desire to produce these beers stems from our experience with formal brewing education and travelling in Europe, specifically Germany and Belgium. We want to share our love of these styles of beer with the local community while putting our own twist on them. While these are the focus of the brewery, there will also be several other styles on tap, ensuring that the brewery will always have something for anyone. Our style of beer is different from other breweries in the Branford area.

Our facility will produce beer and have a small canning and bottling line. We will have an internal tap room and a seasonal exterior Beer Garden along with extensive outdoor lawn areas for additional guests. Ultimately we will host private events. There will be two “permanent” food trucks (external vendors) that also will need to be managed.

We are looking for a General Manager to oversee all aspects of operations at the brewery with the exception of actual production which will be overseen by the head brewer. Responsibilities of the GM will include overall staff (including production), budgets and operations of the overall facility (inside and outside) including the taproom. General Manager responsibilities include helping the head brewer to formulate overall strategy, managing people and establishing policies. To be successful in this role, you should be a thoughtful leader and a confident decision-maker, detail oriented, inclined to make decisions and take actions on a proactive basis, while ensuring a safe and motivating environment for all employees. You should aspire to help us make Caius Farm Brewery as successful as possible.

**Responsibilities**

* Oversee day-to-day operations
* Contribute to the design strategy and set goals for growth
* Maintain budgets and optimize expenses
* Set policies and processes
* Ensure employees work productively and develop professionally
* Oversee recruitment and training of new employees
* Evaluate and improve operations and financial performance
* Direct the employee assessment process
* Prepare regular reports for upper management/ownership
* Ensure staff follows health and safety regulations
* Provide solutions to issues (e.g., profit decline, employee conflicts, loss of business to competitors)
* Help plan and execute event functions timely and profitably.

**Skills/Requirements**

* Minimum of 5 years' hospitality experience, with at least 3 of those years in a supervisor or manager capacity
* Knowledge of craft beer and/or serious interest in understanding craft beer styles and the industry
* Strong analytical ability
* Excellent communication skills
* Outstanding organizational and leadership skills
* Problem-solving aptitude
* Demonstrate professional conduct with all colleagues, with the ability to remain calm in stressful situations
* Ability to positively impact and collaborate with upper management
* Leads by example when completing job requirements, works with a sense of purpose, consolidates tasks, delegates, and empowers others when doing so
* Fosters a positive and productive work environment free of drama and negativity
* Proficient with scheduling and assessing labor needs based on business levels
* Follows all laws relating to labor practices
* Knowledge of business process and functions (finance, HR, etc.)
* Oversees disciplinary action, promotion, hiring, and termination of staff
* Experience in planning and budgeting
* Maintains acceptable operating expenses in accordance with budget and sales projections based on guidance from upper management
* Adept at understanding sales, expenses, and profitability of the operations
* Accountable for the cleanliness and maintenance of the facility (inside and outside)
* You must be at least 21 years of age
* Be able to work in a standing position for long periods of time (up to 5 hours)
* Be able to reach, bend, stoop and frequently lift up to 50 pounds
* Must have the stamina to work 50-60 hours per week
* High School Diploma or equivalent required

**Hours of Operation**

Our tap room hours of operation are planned to be:

* Monday – Wednesday: closed
* Thursday: 5:00pm – 9:00pm
* Friday: 2:00pm – 10:00pm
* Saturday: 11:00am – 10:00pm
* Sunday: 11:00am – 8:00pm

Our tap room will focus on selling beers and some related brewery merchandise such as logo glasses and t-shirts.