

Granor Farm

Founded in 2006 and located in Three Oaks, Michigan, Granor Farm is a certified organic farm that cultivates a wide range of vegetables, berries, herbs, flowers and grains on over four hundred acres. Granor is organized around six interrelated programs: Farm (vegetables, berries, flowers); Grains; Culinary; Farm Store; Education; and Distilling. All employees are integral members of our small but mighty team that has grown from two employees in 2007 farming 4 acres to a full-time team of 17 responsible for guiding and operating Granor. Distilling is our most recent program expansion. Granor, through an affiliated entity, holds the required federal and state licenses to operate a small distillery and winery along with on-site tasting rooms. The distilling program focuses on producing spirits and liqueurs primarily from ingredients produced by Granor. For instance, we recently released our first liqueur, an amaro developed with a base neutral grain spirit distilled from organic Blue Corn grown by Granor. This base was macerated with a mix of botanicals, herbs, fruits and flowers cultivated by Granor. In addition, Granor holds whiskey and bourbon inventory distilled exclusively from organic corn and grains grown by Granor. Our spirits are made available directly to guests through our farm store, dining program and occasional tastings.

Position Summary

At Granor, our small distillery is literally surrounded by the certified organic farm where the ingredients used to make spirits and liqueurs are grown. On the farm we also have a dedicated botanical greenhouse where a variety of herbs, botanicals, flowers and fruits are grown for use in developing formulas. The Distiller position at Granor offers a unique opportunity to a qualified, creative, and self-motivated person to directly integrate distilling and farming, including participating in crop planning, orientated toward producing small batch spirits and liqueurs. The Distiller may use ingredients ranging from Rouge Bordeaux, an ancient grain, to Sweet Wormwood, both grown by Granor. In addition, the Distiller will have access to wines and a variety of local fruits grown or sourced by Granor providing the Distiller with the base ingredients to produce fortified wines and non-alcoholic beverages. The Distiller will collaborate with the Culinary Program and Farm Store Manager to develop product ideas and guest experiences. The Distiller will ultimately be responsible for product development and testing, managing the production line, quality control, and sourcing ingredients. They are also the face of the distillery and will liaise with customers at product launches, tastings, and other events. The Distiller plays a key role in creating outstanding products, ensuring customer satisfaction, and the overall success of the distillery. The Distiller will have the opportunity to develop a diverse beverage program through experimentation, creative freedom and a diversity of ingredients produced by Granor.

Small Distillery

Presently, Granor uses a pilot system that includes a 53 gallon Electric Bain Marie style still supported by a BBL Electric Brewhouse and stainless steel fermenters. As production scales, our existing facility is designed to accommodate a 2000L mash tank, the accompanying fermenter tanks, a 1000L pot still, blending tanks and other related equipment.

Position Title: Distiller
Customary Workdays: Monday through Friday / Tuesday through Saturday

Customary Work Hours:	9:00 to 5:00 PM
Base Compensation:	\$47,000 to \$55,000
Health Insurance:	100% Employer paid, after 90 days
Dental:	100% Employer paid, after 90 days
Vision:	100% Employer paid, after 90 days
401k Plan:	Available after 12 months

Duties and Responsibilities

Research and Development. In collaboration with other program leaders and Granor's founders, develop spirits, liqueurs, fortified wines, and non-alcoholic beverages which includes coordinating tastings with designated team members before finalizing a formula. Initially, amaro, gin, vermouth and a non-alcoholic beverage will be prioritized. Later next year, an assessment of Granor's bourbon inventory will be made to determine a release date. In addition, the Distiller will formulate cocktail recipes for use by the Culinary Program, organized tastings and educating guests. This position requires the ability to thoughtfully, creatively and efficiently innovate and experiment to develop unique, high quality products.

Production Process. Generally, the Distiller is responsible for developing, managing and running production, including fermentation, distillation, botanical measuring and composition, proofing and bottling, labeling and packaging. Note that support from other programs will be available to support bottling, labeling and packaging. The Distiller will be familiar with operating and maintaining mechanical systems, including filling and dumping tanks, boiler, chiller, pumps, and air compressors along with the equipment described above. The Distiller will be expected to maintain the cleanliness of the distillery to a very high standard.

Distillation. Perform all of the functions related to grain, fruit and general ingredient preparation, processing, fermentation, and distilling, including, but not limited to these essential duties:

- Milling, mashing, and fermenting grains.
- Pitching yeast.
- Punching tanks.
- Operating stills.
- Cleaning tanks and stills.
- Accurately completing distillation records.
- Plate and frame filter assembly and set up.
- Keeping the distillery floor, surfaces, equipment and glassware clean.
- Responsible for knowing and following quality guidelines for all products.
- Perform all duties in a safe and ergonomic manner as directed.
- Responsible for always following safety guidelines.
- Identifying, diagnosing, and correcting still and tank issues ensuring efficient output of top-quality products.
- Responsible for timely and accurate production paperwork.
- Adheres to sanitation practices and procedures as required.

- Ability to perform Quality Control functions to include but not limited to sensory, proofing with a hydrometer for density and blending when required.
- Mechanical aptitude: the ability to troubleshoot equipment problems and make minor repairs and adjustments to processing equipment.
- Ability to work with minimal supervision while working collaboratively.

Regulatory Compliance. The Distiller will assist with filing the required production, storage and inventory reports with the Michigan Liquor Control Commission and the Alcohol and Tobacco Tax and Trade Bureau.

Third-Party Relationships. The Distiller will be responsible for maintaining and enhancing existing relationships with other distilleries, wineries and orchards, each of which represent an important role in Granor's Distilling Program.

Tastings and Tours. The Distiller will be expected to participate in tastings, including those that may occur on weekends during farm store hours or evening dining events. Also, the Distiller will be expected to develop a broad understanding of Granor's operations in order to occasionally lead farm tours. This requires the ability to speak accurately, confidently and extemporaneously to groups of 15-60.

Marketing and Branding. The Distiller will work directly with Granor's social media coordinator to produce content specific to the Distilling Program and with Granor's founders in bottle selection, label design and product priorities.

Wine. In collaboration with the Culinary Program, expand sourcing for bulk and bottled wines and interface directly with winemakers to develop wines exclusively for Granor.

General Field and Store Duties. Occasionally assist with seasonal weekly vegetable harvesting and staffing the farm store, primarily during July, August, and September. Periodically support seasonal field projects such as harvesting and planting garlic, potatoes, and onions. During winter months, assist with maintenance and cleaning of production facilities. These particular responsibilities will adjust seasonally and are intended to gain a general working knowledge and understanding of Granor's farm store, field and greenhouse operations.

Supervisory Responsibilities

Initially, supervisory responsibilities will be limited to directing those Granor employees periodically involved in bottling, labeling and packaging. While not supervisory, the Distiller will work closely and collaboratively with other program directors and managers. As the Distilling Program expands, the expectation is that additional staffing will be hired.

Qualifications and Experience

Education and Previous Experience. Bachelor's Degree with relevant science (e.g., chemistry, food) education preferred and 3-5 years of distilling experience or some similar combination will be considered.

Experience with developing non-alcoholic products preferred. Broad experience in developing liqueurs, gins, fortified wines and whiskeys required.

Language. Ability to read, write and speak English proficiently with some knowledge of Spanish preferred, but not required. Comfortable engaging with guests, public speaking to large groups, and co-workers and communicating with each in a clear, supportive and positive manner. Strong writing skills.

Qualifications. To succeed in this position, an individual must be able to perform each essential duty satisfactorily. The requirements noted below and above are representative of the knowledge, skill and ability required:

- Maintain Michigan alcohol sellers certificated (training provided)
- Reside within 50 miles of the farm and have access to reliable transportation
- Location is in-person, on-farm
- Operate a forklift, pallet jack and related equipment
- Climb ladders
- 21 years of age or older
- Computer literate (Apple) with ability to use Microsoft Office Suite, and Google Workspace
- Excellent mechanical, mathematical and chemistry skills
- Data entry and share information with the broader team

Physical Demands. Comfortable with and capable of working varied hours sometimes outside and dependent on weather conditions. While performing the duties of this position, sitting or standing for extended periods of time should be expected; will regularly be required to type, view a computer screen, talk, and hear. Frequently required to stand; walk; bend; kneel, use hands to finger, handle or feel; reach with hands and arms. May occasionally lift and/or move buckets, hoses, tanks and other equipment and tools up to 50 pounds. Specific vision abilities required for this position include close vision, peripheral vision, depth perception and the ability to adjust focus. At times, more than 40 hours per week may be required to perform the essential duties of the position. Often the position will require an ability to “be on your feet” for 8 consecutive hours in a facility, portions of which have limited heating. While performing the duties of this position, exposure to wet, hot, cold and/or humid conditions and moving mechanical parts should be expected along with occasional exposure to high, precarious places; fumes or airborne particles; risk of electrical shock; and vibration. Ability to periodically support field staff with planting, harvesting and cleaning crops.

Professional Development. Granor generally supports professional development by way of conferences, training, and courses, subject to prior approval and applicability to your role and responsibilities.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required for this position. Duties, responsibilities, and activities may change at any time with or without notice.

Farm Community

We are located in the heart of Southwest Michigan's Harbor Country, close to Lake Michigan beaches and vibrant small towns, just 90 miles from Chicago. This region is home to a wide variety of outdoor recreation opportunities available year-round and boasts a lively food scene, world-class wineries, craft breweries, and distilleries.

How to Apply

Send your resume and cover letter to jobs@granorfarm.com