



Head Roaster

JOB DESCRIPTION SUMMARY:

Bear Lake Coffee Co. is dedicated to roasting exceptional coffee and providing unparalleled customer service. We source and meticulously roast specialty coffee from amazing families worldwide. Our online store opened in 2022, and our first location will launch in the 2nd half of 2023, offering products through retail and wholesale channels. As a pending B Corporation, we are focused on balancing profit generation with positive social and environmental impact, using business as a force for good.

Our first coffeehouse will have a coffee roastery, where we will be roasting the world's best ethical and sustainable coffee. We will partner with local businesses, host events, support artists, and charities, and operate a seasonal café and kitchen. The outdoor space will feature a solar-power pergola and EV charging stations, it will be a 'third place for everyone' promoting social equity and building relationships.

Our vision: soft opening in Fall/Winter 2023, grand opening in Summer 2024. Together, we will develop a playbook to open more fourth-wave coffeehouses in the years ahead. Be part of our founding team to shape the future of coffee culture, championing sustainability, local partnerships, and innovation.

The ideal candidate will embrace a strong focus on education and quality, we are a team on an upward growth trajectory, anticipating exciting times ahead. We invite you to join this journey as we embark on a collective mission of growth and success. We are seeking an outstanding **Head Roaster** to lead our first location in Barronett, WI. Our Head Roaster will, alongside the store manager & founder and be responsible for overseeing all day-to-day roasting operations and quality assurance for our roastery.

Reports to:

Founder

BEAR LAKE

COFFEE CO.

Responsibilities:

- Work with the founder to grow the overall coffee program and company
- Perform coffee roasting using a Diedrich IR-12 roaster with full automation
- Ownership of weekly, monthly, and annual roaster maintenance, ensuring the equipment is in excellent working condition
- Mentor other production roasters to operations.
- Utilize various tools to profile and evaluate new coffees
- Sales, communication, order fulfillment, and customer care for wholesale business
- Deliver coffee to our regional-based wholesale clients once a week
- Support customer events that facilitate brand & community
- Organize and conduct daily quality control and production cuppings
- Manage inventory to ensure efficient stock levels
- Maintain a clean and safe working environment for all team members
- A key member of the product management team for coffee & goods offered
- Training program oversight for roasting & barista tracks to support retail and wholesale operations

Requirements:

- 1-2 years of experience in the specialty coffee industry
- Experience in roasting specialty coffee and a desire to grow your career
- Possession of a clean driving license and the ability to operate a delivery vehicle
- Ability to stand for extended periods and lift heavy objects, often weighing over 50-plus pounds
- A positive, growth-oriented mindset with a genuine desire to learn, develop, and create something extraordinary
- Aspiration to grow professionally and manage a team
- Light travel, as needed
- Desire to work in an entrepreneurial environment
- Bias to action with an appreciation of the startup work environment
- Strong process orientation and ability to make creative decisions autonomously
- Excellent attention to detail
- Demonstrates company mission understanding and endorsement
- Displays personal integrity, credibility, and flexibility
- Upholds company policies with understanding and interpretation

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Schedule:

- Full-time position with 40 hours per week.
- Four-day work week, flexible works hours

Pay:

- Base salary of \$50,000.00 or higher (depending on experience) per year.

Benefits: Our Benefits and Perks include:

Bear Lake Coffee offers a comprehensive benefits package which includes potential for origin trips after one year of employment, accreditation/training programs, medical + dental, 401k, paid time off, parental leave and more

Work Locations:

- Barronett, WI (Headquarters)
- Some national & international locations for conferences & sourcing trips

Bear Lake Coffee Co. welcomes great people without regard to disability, race, religion, age, gender, sexual orientation, national origin, military service, marital status, or any other characteristics as protected by law. Please send a resume and cover letter with salary requirements to careers@bearlakecoffee.com