

Head of Coffee

At The Milk Shed we're serious about sourcing, roasting and delivering consistently great quality, tasty coffees. We believe this starts with understanding the challenges the coffee growing industry face, and striving to impact positively where we can. For us, there are two key things that contribute to a great cup of coffee - quality beans and quality service. We are seeking a dynamic and experienced individual to join our team as the Head of Coffee.

Your main areas of focus will be:

Coffee Sourcing

- Lead the sourcing, buying and grading process for green coffee beans, establishing relationships with suppliers to ensure consistent quality and sustainability.
- Implement rigorous quality control measures throughout the roasting process to maintain the highest standards of flavour, aroma, and freshness.
- Adhere to agreed costings and budgets for coffee GPs, set by senior team.
- Ensure all the stock purchased is managed well and has no negative impact financially to the business and to the smooth running of the Milk Shed.

Roasting Expertise

- Oversee the roasting operations, ensuring that each batch is roasted to perfection and meets the company's flavour profile standards.
- Develop and refine roast profiles through Cropster to enhance the unique characteristics of different coffee varieties.

Wholesale

- Assist with the growth of the wholesale coffee business
- Work to agreed budgets for wholesale growth
- Identifying and proactively winning new business and developing and implementing a sales plan to achieve revenue targets

Product Development and quality control

- Collaborate with the marketing manager to create new and innovative coffee blends, considering market trends and customer preferences.
- Conduct regular cupping sessions and espresso QC to evaluate and refine our coffee offerings, as well as participating in regular external cuppings put on by external roastery competitors

Team Leadership

- Manage and mentor a team of roasters/assistants, providing guidance on roasting techniques, flavour profiling, and quality control.
- Foster a positive and collaborative work environment, promoting a culture of continuous improvement.
- Ensure all health and safety compliance and regulations are adhered to.

Equipment Management

- Oversee the maintenance and calibration of roasting equipment and all coffee machinery at the Milk Shed and Flour Pot estate ensuring optimal functionality and performance.
- Stay informed about advancements in roasting technology and equipment to make informed recommendations for upgrades.

Milkshed Espresso bar

- Work with the Milk Shed team to ensure that the espresso bar delivers exceptional coffee and service standards, whilst remaining profitable

Training and Education

- Develop and conduct training programs for the Flour Pot Head Barista programme and team at the Roastery to enhance their knowledge of coffee, brewing methods, and customer service.
- Keep abreast of industry trends and share knowledge with the team to maintain a competitive edge.

Collaboration with Other Departments

- Maintain strong communication with the Flour Pot estate and senior team to ensure a successful brand partnership.
- Collaborate with the operations team to ensure efficient supply chain management and inventory control.

Experience and qualifications required:

- Minimum of 3 years of experience in coffee roasting and sourcing.
- Strong understanding of coffee varieties, flavor profiles, and industry trends.
- Proven leadership and team management skills.
- Excellent cupping and sensory evaluation skills.
- Familiarity with quality control processes and certifications (e.g., Q Grader).
- Exceptional communication and collaboration skills.
- Ability to thrive in a fast-paced and dynamic work environment.