



THE CABRACH DISTILLER

JOB TITLE: THE CABRACH DISTILLER
REPORTS TO: CHIEF EXECUTIVE, PLUS MENTORSHIP FROM MASTER OF MALT MR ALAN WINCHESTER
SALARY: ~£TBA PER ANNUM
HOURS: FULL TIME (37.5 HOURS PER WEEK)
CONTRACT: PERMANENT
LOCATION: THE CABRACH DISTILLERY, INVERHARROCH FARM, LOWER CABRACH
PEOPLE LEADERSHIP: ~4 DIRECT REPORTS
ANNUAL LEAVE: 25 DAYS PLUS 9 STATUTORY HOLIDAYS (TOTAL 34 DAYS)

PURPOSE: Lead production, and the associated operational team, at The Cabrach Distillery, setting the highest possible standards, in collaboration with the Executive Team, in all areas of the operations, including quality, efficiency, productivity, proper maintenance, and full compliance to all relevant standards. Play a leading ambassadorial role for The Cabrach Distillery.

ABOUT: The Cabrach Trust was formed in 2013 with a vision to regenerate the Cabrach as a thriving, sustainable community with its heritage and place in Scottish history celebrated and shared by all. The Cabrach Trust is a registered charity (No: SC043771) and company limited by guarantee. The Trust has a wholly owned trading subsidiary, The Cabrach Distillery CIC. Each of the two legal entities has its own distinctive governance structure and board, supporting the mission and overall success of the organisation.

This critical role is central to establishing our one-of-a-kind Single Malt Scotch Whisky Distillery which will be operated as a social enterprise and is registered as a Community Interest Company (CIC). We are looking for an experienced professional (~8 years) to lead, operate, direct, and support spirit production and maturation policies at The Cabrach Distillery. This individual will be responsible for meeting all designated aspects of production, health & safety, and environmental activity to ensure the delivery of key results in line with production strategy while ensuring all operations adhere to relevant legislation.

The ideal candidate will be an exceptionally committed individual, with an adaptable and flexible attitude. An individual who shares an affinity with the purpose and ethos which underpins The Cabrach Trust's regeneration vision for the area, with a commitment to bringing about positive social change via an innovative, purpose driven business.

APPLYING: Closing date for applications is Friday 3rd May 2024.

Interviews proposed w/c May 13th.

For an informal conversation contact: jonathan.christie@cabrachtrust.org.

To apply, please submit both Cover Letter and CV to: jonathan.christie@cabrachtrust.org.



DUTIES INCLUDE:

Lead, motivate and develop the distillery team in line with company values to maximise employee engagement and build the talent pipeline, ensuring learning and development needs are planned and resourced.

Define, develop, lead, and uphold distillery operational standards, including implementation of and adherence to processes and guidelines which underpin production.

Lead the distillery operational area and team to the defined standards, implementing and adhering to processes and guidelines, including the management of non-conformances.

Verify, compile, and publish transparent operations KPIs and reports and lead formal KPI meetings with site stakeholders to drive operational performance.

Assist in the development and execution of the distilleries short-, medium- and long-term plans (budget, CAPEX etc) that support the business strategy and objectives.

In support of both quality and volume production targets, work with the team onsite to:

- Manage the efficient and cost-effective functioning of the distilling area, producing the right amount of spirit, on time, to the required quality standards, whilst maximising productivity and minimising the environmental impact.
- Manage the efficient and cost-effective functioning of the spirit area, controlling spirit receipt, and efficiently managing filling / emptying operations to specifications and with minimal losses.

Monitor and assess productivity performance and financial costs, supporting the development of continuous improvement plans and initiatives that drive efficiencies across the distillery to increase competitiveness and quality.

Oversee and review distillery energy/utility usage, minimise all wastage and continuously improve environmental performance.

Manage quality control across the distillery to ensure full compliance to quality specifications, identifying corrective and preventative actions and following through to timely completion.

Deliver comprehensive support to maintenance programmes, working closely to ensure stock availability of critical spares and to identify and implement improvement areas.

Oversee and implement The Cabrach Distillery's 'Approach to Safety' manual and statutory standards, in line with both company and external regulatory requirements (e.g. ISO standards, HMRC), and ensure all non-conformances are flagged in a timely manner and inputting to improvement initiatives.



Manage and deliver adherence to all relevant compliance processes, including Environmental Regulatory compliance, and identify and drive improvements.

Develop, nurture, and maintain strong relationships with internal and external stakeholders that support distillery needs and expectations.

GENERAL:

Play an ambassadorial role for The Cabrach Distillery.

Ensure compliance with statutory reporting requirements, H&S policies, and other regulatory policies and procedures.

Any other duties commensurate with the role.

Key Performance Metrics:

KPI		Description
1.	HSE, Environmental Compliance	Ensure the process operation is compliant with Health & Safety, Environmental and Her Majesty's Revenue & Customs Legislation, ensuring compliance with all site licences and regulatory obligations.
2.	Production Volume to target (LOA/yr)	Deliver all production volumes to budget and phased targets and responsible for ensuring all operational costs, both fixed and variable meet budget, delivering the target costs of make.
3.	1. Distillery Yield (laa/tonne) & yield % 2. Cost of Make (£/laa)	Ensure key efficiency metrics for production, meet budget and the efficient generation of energy.
4.	Energy Consumption (kwh/laa)	Ensure key efficiency metrics for utilities, meet budget and the efficient generation of energy.
5.	Quality	Deliver sensory Grade 1 spirit to budget volume.



Core Competencies:

Deciding & Initiating Action - Makes prompt, clear decisions which may involve tough choices or considered risks. - Takes responsibility for actions, projects, and people. - Takes initiative and acts with confidence. - Initiates and generates activity	Leading & Supervising - Provides others with a clear direction. - Sets appropriate standards of behaviour. - Delegates work appropriately and fairly. - Motivates and empowers others. - Provides staff with development opportunities and coaching. - Recruits staff of a high calibre and/or of high potential.
Persuading & Influencing - Makes a strong personal impression on others. - Gains clear agreement and commitment from others by persuading, convincing and negotiating. - Promotes ideas on behalf of self or others. - Makes effective use of political processes to influence and persuade others	Delivering Results & Meeting Customer Expectations - Focuses on customer needs and satisfaction. - Sets high standards for quality and quantity. - Monitors and maintains quality and productivity. - Works in a systematic, methodical, and orderly way - Consistently achieves project goals.
Applying Expertise & Technology - Applies specialist and detailed technical expertise. - Develops job knowledge and expertise through continual professional development. - Shares expertise and knowledge with others - Uses technology to achieve work objectives. - Demonstrates appropriate physical co-ordination and endurance, manual skill, spatial awareness, and dexterity. - Demonstrates an understanding of different organisational departments and functions.	Coping with Pressures & Setbacks - Works productively in a pressurised environment - Keeps emotions under control during difficult situations. - Balances the demands of a work life and a personal life. - Maintains a positive outlook at work. - Handles criticism well and learns from it.

Skills and Qualifications:

Essential:

- Educated to degree level in a Chemical/Science or Engineering discipline desirable with a proven and comprehensive understanding of distillation processes and procedures gained in a manufacturing environment.

Desirable:

- Knowledge of management of an energy generation operation
- Experience in management of customer and commercial elements of the operation.

Created by:	Jonathan Christie, Chief Executive, The Cabrach Trust / Distillery.
Date:	April 2024