



OPEN POSITION

Director of Human Resources

Odell Brewing Company, and independent craft brewery located in Fort Collins, Colorado, is looking to fill a newly created position of Director of Human Resources. This Director will work with our Culture Maven, Corkie Odell, to develop resources to ensure that the health of our culture keeps pace with our growing company. The Director will incorporate a strategic orientation with a creative outlook to take Odell Brewing Company to the next level.

Odell Brewing Company was started in 1989, making it one of the oldest craft breweries in Colorado. Remaining independent during this time of change in the craft brewing industry is a deeply held value, and in 2015, the original owners sold the majority of the company to its co-workers (now co-owners) in a combined management buyout and ESOP. The Brewery's managed growth strategy has created and fostered a culture of family and collaboration. With 129 co-workers, Odell is expanding into Iowa, our 12th state, and recently introduced cans to its markets.

In 2015, Odell Brewing Company was named the #1 medium sized Best Company to Work for in by ColoBiz Magazine and Colorado SHRM.

The HR Director will

- Be a member of our Team Leader Team, which includes every Department Manager, and is responsible for all operational aspects of our business
 - Serve as an advisor and resource to this Team
- Participate in strategic planning and company-wide communication
- Manage the Odell Resource Team (ORT), which includes our Office Manager/HR Assistant, Receptionists, Safety Coordinator and Sustainability Coordinator.
- Facilitate interdepartmental committee work

The culture of Odell Brewing is one of collaboration, trust, hard work and fun. We operate with very few rules and policies, instead using education and training to help co-owners do their best work. We believe our robust culture is significantly responsible for our success as a business. Keeping that in mind, the main direct responsibilities of the HR manager will be to create and enhance programs in these areas:

- Co-owner development
- Compensation and benefits administration
- Recruiting and onboarding
- Resource for performance assessment
- Mediator and advisor regarding difficult co-worker issues
- Working with Team Leaders to create and update job descriptions
- ESOP and 401(k) compliance and communication



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- Maintaining and updating co-worker handbook
- Compliance with all labor laws and new legislation

Qualifications

Passion to work with Odell Brewing Company

4 years college degree in Human Resource, and/or HR Certificate

Significant experience in Human Resource Management

Craft beer industry experience is a bonus

Understanding of ESOPs and experience working in an ESOP company is a bonus

Benefits

Paid Time Off – 14 days first two years, increasing up to 26 days after 10 years

Paid Holidays

Health/dental/vision/life/long term disability insurance

ESOP participation

401(k) with match

Profit Sharing

Weekly beer allotment

Please submit a cover letter and resume to jobs@odellbrewing.com with “**HR Director**” in the subject line. Application deadline is April 1, 2016 with an anticipated start date in May or June 2016.

Equal Opportunity Employer - Odell Brewing Company provides equal employment opportunities to all employees and applicants for employment without regard to race, age, creed, color, religion, national origin or ancestry, marital status, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy.