



JOB DESCRIPTION:

Job Title: Shift Brewer

Department: Brewery

Job Classification: Full Time

Exemption Status: Non-Exempt

Safety Sensitive Position: Yes

Reports To: Brewing Operations Manager

Wage: \$21-\$24/hour depending on experience

Benefits:

Employees are eligible for medical, dental, and vision insurance. Eligible to participate in company 401K with matching. Paid time off after one year of service. Access to passes to Mission Ridge and Leavenworth Winter Sports Club, access to Seattle Sounders Season Tickets, and more.

About Us:

Nestled in the heart of Washington's Cascade Mountains, **Icicle Brewing Company** is an independent craft brewery driven by a simple yet powerful purpose:

Brewing Connections. Crafting Joy.

Our mission is to **inspire connection and joy** by crafting exceptional products and fostering meaningful experiences that respect our world and enrich our communities.

At Icicle Brewing, **Integrity** is the foundation of everything we do—guiding our commitment to honesty, transparency, and ethical practices. Our values define who we are and how we operate every day:

- **Innovation** – We embrace creativity and forward-thinking to craft exceptional products and deliver unique experiences.
- **Relationships** – We build caring relationships through a welcoming environment, meaningful experiences, and a strong commitment to our community.
- **Quality** – We take pride in delivering exceptional quality and are committed to continuous improvement.
- **Safety** – We put people first by fostering a safe, clean, supportive, and respectful environment for all.
- **Sustainability** – We make decisions that support long-term financial, environmental, and social well-being.

We're passionate about our beer, our people, our customers, and our community—and we believe in bringing people together through craft, connection, and care.

Objective:

The primary responsibilities of a Shift Brewer include all tasks required to turn raw materials into finished beer at our 20 bbl production brewery and 5 bbl pub brewery, both in the brewhouse and in the cellar. A Shift Brewer is involved in many aspects of the beer making process including product development, sourcing of raw materials, brewing beer, meeting customers, and marketing beer. We are seeking someone who loves great craft beer and all parts of the brewing process.

Essential Job Duties:

- The complete brewing process from milling to wort production, to fermentation and filtration.
- Cleaning and sanitizing tanks, cleaning the outsides of vessels, cleaning floors, and maintaining the appearance of the brewhouse and cellar.
- Cellar management including yeast pitching, daily fermentation tracking and dry-hopping.
- Close adherence to all policies and safety procedures, as provided.
- Upholding and advancing our quality standards.

- Accurately completing all SOPS.
- Cleaning and sanitizing regularly.
- Basic cellar work, including transfers, filtering, fining, dry hopping, carbonating beer, and basic sensory.
- Assist with packaging, including kegging and canning.
- Experience conducting basic laboratory work, including cell counts, pH measurement, ABV, and extract measurement.

Other Job Duties & Responsibilities:

- Positive outlook and attitude
- Ability to work unsupervised while maintaining quality and safety standards
- Attention to detail and hygiene
- Ability to manage multiple processes simultaneously
- Self-motivated
- Good time management
- Ability to work in a team environment
- Ability to effectively communicate with staff throughout the brewery
- Must have a valid driver's license

Supervisory Responsibilities:

This position does not have supervisory responsibilities.

Fiscal Responsibilities:

This position does not have fiscal responsibilities.

Work Environment:

- The work environment is usually that of a brewery/warehouse.
- The employee regularly works with hazardous chemicals.
- The employee works on wet floors and with wet equipment.
- The employee regularly works around high voltage, hot water, and steam.
- The employee frequently must work in a sanitary environment.

Materials/Machines/Equipment Used:

- Industrial cleaning and sanitizing chemicals including strong acids and bases
- Works on the canning line and keg filling
- Hoses, valves, clamps, gaskets, and other brewery equipment
- Forklifts, pallet jacks (manual & electric), hand trucks
- Oversized delivery truck

Physical Requirements:

- Ability to frequently sit, stand, walk, stoop, kneel, crouch, crawl, and climb throughout an 8-10 hour brewing shift.
- Ability to frequently talk, hear, and smell.
- Ability to frequently lift up to 50lbs and drag up to 100 lbs.
- Ability to frequently reach with hands and arms. Use hands to handle or feel objects, tools, or controls.
- Vision abilities required by this job include close vision, distance vision, and the ability to focus on small moving objects.
- Must be able to participate in the critical assessment of beers (i.e., must be 21+).
- Comfortable working in potentially confined spaces.
- Ability to work in spaces with potentially large swings in temperature, or in sustained cold or hot conditions.
- Basic chemical hygiene and chemical handling.

Education & Experience

1+ years of professional brewing or cellar experience preferred

Please note that this job description is intended to describe the general nature and level of work being performed by the employee(s) assigned to this job. The content contained therein is not intended to represent an exhaustive list of all duties, responsibilities, and activities required. Duties, responsibilities and activities may change at any time, with or without notice, and additional work may be assigned as appropriate.

Icicle Brewing Company is an equal opportunity employer. We prohibit discrimination and unlawful harassment based on age, race, color, national origin, citizenship, creed, sex, sexual orientation, gender identity, disability, genetic information, pregnancy, military status, marital status, use of a trained service animal, or any other protected characteristic as outlined by federal, state, or local laws. We celebrate diversity and are committed to creating an inclusive, equitable and just environment for all employees.

As of December 3, 2025