



**CHIEF WINEMAKER –
BOTTLED WINE**

JOB & PERSON SPECIFICATION

APRIL 2010



JOB SPECIFICATION

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| ROLE: | Chief Winemaker – Bottled Wine (Chief Winemaker) |
| REPORTING TO: | Managing Director |
| LIAISES WITH: | Chief Winemaker - Packaging Winemakers Contracted Producers Contracted Growers External Suppliers |

Overall responsibility

The Chief Winemaker will have overall responsibility for providing the strategic and hands-on leadership and management expertise necessary for the company to continue to maintain and further develop its position as a profitable wine producer and supplier of quality wines designed to satisfy the needs of Northern European markets.

Scope of the role

- The Chief Winemaker will have overall responsibility for ensuring that all winemaking activities from the assessment and selection of wines through all processing stages to the bottling of wines ready for market are carried out in a manner which ensures a timely supply of quality products to meet market needs;
- The tasting and selecting of wines from the various suppliers and negotiating purchase contracts to ensure the supply of wines in accordance with the company's requirements;
- Working closely with the Managing Director and the Marketing Director in defining wine styles necessary to satisfy market needs and implementing appropriate strategic plans to ensure the achievement of objectives;
- Managing operations in accordance with agreed budgets and strategies.



Specific responsibilities

Specific responsibilities of the Chief Winemaker will include :-

- coordinating and managing blending requirements to ensure achievement of maturation standards, wine quality standards, wine integrity, labeling standards and packaging requirements;
- conducting appropriate trials, analysing results and contributing to the development of new wine styles;
- managing all activities to ensure the achievement of agreed operating budgets;
- preparing appropriate plans and strategies for the company to achieve its long term goals and strategies as a quality producer and supplier;
- working closely with the cellar team and winemakers assessing wine from various volume and premium regions and providing recommendations regarding allocations/blending and creating modern and new style blends;
- assisting in negotiating contracts with external suppliers for the supply of wine and other production consumables;
- further developing the processes and procedures and ensuring compliance with standards throughout all stages of operation;
- ensuring compliance with statutory requirements;
- implementing and ensuring ongoing achievement of ISO, HACCAP and BRC;
- as required, participating in promotional activities designed to reinforce the position of the company and its products;
- motivating and providing outstanding leadership to the winemaking team;
- contributing to and leading in the development of an environment committed to the achievement of excellence;
- proactively identify new opportunities and as agreed implementing plans for achievement;
- setting protocols for the transport of wines;
- cooperating with logistics associated with the transport of wines;
- quality control of the company's receipt of wines and other production consumables;
- other duties as required of a Chief Winemaker and member of the management team.



PERSON SPECIFICATION

Qualifications

The person we are seeking will have a minimum of a Bachelors Degree in Oenology.

Background and experience

It is expected that the successful candidate will demonstrate :-

- an outstanding track record particularly in relation to quality wines;
- success in the identification and implementation of continuous improvement programs designed to further enhance the position of a wine company;
- expertise in winery management;
- a successful background in providing leadership, guidance and empowerment to subordinate staff;
- experience in identifying and implementing initiatives to improve overall efficiency of operations;
- experience in managing blending decisions and activities within a medium size winery;
- an understanding of bottling processes.

Personal attributes

The incumbent will demonstrate :-

- outstanding communication skills;
- high levels of energy and drive;
- ability to work across various cultures;
- a flexible approach with a strong commitment to the achievement of required outcomes;
- the ability to work in a dynamic environment and manage a range of different priorities at the same time;
- highly organised approach;
- an analytical approach with lateral problem solving skills.

Travel

The appointee may be required to travel to various global wine regions.



CONDITIONS OF EMPLOYMENT

Remuneration

An attractive salary will be negotiated to attract the calibre of person required.

Contract period

Appropriate work Visas for a non EU appointee will be for 18 months with extension for a further period.

Location

Scandinavia, Sweden, Skåne, Simrishamn.

Relocation

Relocation expenses for the incumbent and immediate family as appropriate will be met by the company.



HOW TO APPLY

Applications in Word format only should be forwarded to Wayne Kinner by e-mail to 11987@hender.com.au

Telephone enquiries are welcome on (08) 8100 8812.

Please Note

Your application will be automatically acknowledged by a return e-mail.