



Root Shoot Malting

Position: Part-Time Delivery Driver (14-16 hrs per week, generally on Wednesdays and Fridays)

Location: Loveland, Colorado

Compensation: \$20-\$25/hr

Start Date: Immediately, temporary position from 5/2024 to 10/1/2024

How to apply: email resume/cover letter to emily@rootshootmalting.com

Revision Date: 5/2024

About Root Shoot Malting

Root Shoot Malting is a 5th generation family farm and craft malthouse that supplies the Rocky Mountain region with craft malt and grains. Founded by the Olander family in 2016, Root Shoot supplies barley, wheat, rye and corn to craft brewers and distillers. Located on the Olander Farms' 112-acre farm, and approximately 1500 leased acres, Root Shoot is working to ensure that farmland remains available to grow grain for the beers and spirits of tomorrow.

Root Shoot Malting and Olander Farms continue to position ourselves as a leader in the craft malt industry and regenerative agriculture movement. We celebrate craft brewers, spirit producers, land stewards, and fermented beverage consumers far and wide. We seek to create meaningful, collaborative relationships with our brewing and distilling partners. These people depend on us to grow and produce malt and grains, and the livelihood of our malthouse depends on farmland.

We believe farmers are stewards of the land -- taking responsibility for the soil, nourishing our communities and proving that there is a better way to do agriculture. We value fresh water, local food, craft beverages, mountain views, thriving wildlife, and a healthy economy. Protecting our farmland protects these things forever, and we will continue to campaign to keep farmers on farms.

Olander Farms is connected to our land, reaching a better understanding of the natural microbial environment, and is committed to being a pioneer in the regenerative agriculture community in our region. We strive to make an impact not only on our farms but surrounding agricultural land for future generations.

Mission

To inspire exceptional beverages by connecting brewers and distillers to the land.

Vision

We sow, we grow, we malt, we deliver

Core Values:

We are a team:

We collaborate with our customers as partners and we partner with our colleagues as teammates. We work as one cohesive group to provide exceptional service and to continually move the malthouse forward. We are honest and straightforward in our interactions both with our customers and with our colleagues. We address issues clearly and directly when they arise and we work together to find solutions. We are, in all interactions, solution-oriented.

We are leaders:

We innovate, and we pave our own path both as a farm and as a malthouse. We take leadership as an inherent responsibility and we play an active role in advocating for and educating about our industry. As an industry-leading organization, our staff is comprised of leaders: each of us, in every role, actively strives to find ways to innovate, to do better, to work better, and to serve as a role model in the greater craft malting and agricultural worlds.

We are consistent:

We deliver consistency: with people, products, partners, and expectations. We provide the same quality of service to our smallest customers as we do to our largest, and our consistency of service for both never wavers. We provide a consistent product: the Root Shoot name is synonymous with quality. We maintain high expectations for all we do, and we work until those expectations are met.

We are professionals:

We are capable, respectful, and professional at all times in all interactions whether they be with team members, customer partners, or other members of the industry. We comport ourselves in a manner that reflects Root Shoot's good name in all scenarios. We exercise moderation in an alcohol-oriented industry. We are advocates for our customers, our industry, and all players in it, regardless of whether they are direct customers. We "go the extra acre" for everyone we work with and speak positively about businesses we do not serve.

We are Root Shoot:

We own our actions both as individuals and as a malthouse. We own the process, not just the result, of everything we do. If there is an issue, we work together to find a solution. We communicate clearly, in a timely manner, and with transparency to both people and partners. As a malthouse and as individuals, we accept feedback, we solicit feedback, and use it to grow.

Delivery Driver Position

Job Purpose:

Root Shoot Malting's Delivery Driver will transport malted and raw grains to our customers safely and on time, while maintaining a high level of customer satisfaction. This position will assist in planning the delivery route, follow a delivery schedule, and ensure orders are properly fulfilled.

This position works closely with the malthouse team and reports directly to the Malthouse Manager.

Requirements:

- Must be at least 21 years of age
- Hold a valid driver's license with 3 years clean motor vehicle record and have a reliable source of transportation.
- Physical Requirements:
 - standing, walking, carrying product, stooping, lifting, loading and unloading up to 50 lbs of grain bags
 - pushing and pulling 2000# pallets of product with pallet jack
 - working inside in summer temperatures, working outdoors in winter temperatures.
- Technological skills: the aptitude to learn customized software programs and use smart device applications as necessary.
- Available to work part-time (14-18 hours/week) generally on Wednesdays and Fridays

- CDL NOT required, but preferred.

Duties:

- Logistics and Vehicle Maintenance
 - Load, transport and deliver malt and grain to customers. Delivery truck is loaded at our malthouse in Loveland and delivery routes are typically Denver-based (including Fort Collins to Colorado Springs).
 - Load vehicles with up to 8 x 2000# pallets in orderly fashion with attention to detail
 - Make certain product quality is always maintained
 - Review orders before and after delivery to ensure orders are complete
 - Assist with loading and unloading vehicles
 - Ensure the vehicle has enough gasoline and is ready for use
 - Keep vehicles and equipment clean and communicate any maintenance issues or repairs needed in a timely way.
 - Update monthly mileage records
 - Follow planned delivery routes and schedules
 - Operate commercial vehicles in compliance with local, state, and federal laws.
 - Prepare reports and other documents as needed in relation to deliveries made
 - Additional tasks as the needs change over the season.
- Teamwork

- Work cooperatively with all malthouse operations regarding delivery scheduling and balance both team and individual responsibilities
- Communicate and report issues to guarantee customer satisfaction and management satisfaction.
- Support team in achieving delivery goals
- Customer Experience/ Brand Stewardship
 - Ensure all customers have a positive experience and maintain customer relationships
 - Respond promptly to customer requests and requirements
 - Work efficiently to minimize errors in delivery for customers
 - Listen well and seek to understand our customers
 - Become an ambassador for Root Shoot Malting and the craft malt industry
 - Share knowledge on craft malt production and our agricultural history with customers

Qualifications:

- Show excellent customer service, communication and organizational skills
- Anticipate and proactively address problems in a fast-paced environment
- Ability to handle change, delays, or unexpected events
- Maintain a positive attitude and ability to work with a diverse team
- Value and represent the interests of all Root Shoot Malting employees, local farmers and the craft beverage community
- Some knowledge of malting, craft brewing and distilling processes, and product integration preferred
- Previous delivery experience is preferred
- Exhibit a high level of professionalism

Compensation:

Compensation is \$20-\$25/hr and commensurate with experience. Root Shoot Malting offers a benefits package for full-time employees that includes a retirement plan with matching company contributions, paid holidays and paid time off, mileage reimbursement, and continuing education opportunities.

As a member of the Root Shoot Malting team, you can expect to be compensated fairly based on responsibilities, involved in the evolution and growth of our companies, empowered to make decisions that coincide with overall company goals, and provided with mentorship and learning opportunities within the industry.

We are committed to attracting candidates from underrepresented groups, and we support employees that fully represent the gender, racial, ethnic, and cultural diversity of the communities in which we produce and sell malt.