



Position: Distillery Production Manager

Job/Work Type: Full-time

Reports To: CEO

Department: Production

Location: Musanze, Rwanda

Virunga Mountain Spirits is a craft distillery/agro-tourism site located at the foothills of the Virunga Mountains that opened in Musanze, Rwanda in December 2024. The first product is a premium craft potato vodka made with unloved potatoes sourced from the Winnaz potato crisp factory and local farmer cooperatives. Virunga Mountain Spirits and Kinigi Table, our onsite restaurant, are committed to producing premium craft spirits and providing exceptional food, beverages and customer service to our patrons.

Scope/Role: The Distillery Production Manager oversees production and operates the distilling equipment consistently. They are responsible for daily operations, logistics, compliance and personnel. This role ensures the safe, efficient, and high-quality production of spirits in compliance with all regulatory, quality, and safety standards in Rwanda. The Production Manager leads the production team, manages equipment, coordinates production schedules and works closely with quality assurance and sales team members.

Responsibilities:

1. Production Operations

- Manage daily operations of the distillery including mashing, fermentation, distillation, filtration, bottling and labeling.

- Manages production schedules and output to meet sales forecasts and inventory targets.
- Ensure consistency and quality of spirits through process control and team oversight.
- Monitor and optimize production yields and equipment efficiency.
- Ensure efficient still operation and maintenance planning.

2. Leadership & Team Management

- Supervise and provide ongoing training to the production staff, including casual workers and interns, as needed
- Liaise with other departments to ensure smooth and efficient operations and tracking, especially sales and finance.
- Foster a culture of safety, teamwork, and continuous improvement.
- Conduct regular performance assessments and implement training plans as needed.

3. Quality & Compliance

- Collaborate with the quality assurance lead to ensure products are within specifications, SOPs and internal/external testing protocols are adhered to and regulatory compliance (RFDA, RSB, etc.) in Rwanda.
- Maintain detailed production records, batch logs, and traceability documentation.
- Enforce safety, hygiene and compliance protocols.
- Implement and uphold HACCP, GMP, and other relevant safety/quality programs.

4. Equipment & Facility Management

- Oversee and maintain all equipment required for distillation to ensure their proper functioning and maintenance.
- Ensure sanitation of production equipment and workspaces.

- Coordinate with maintenance teams to ensure equipment reliability and minimal downtime.
- Manage and plan for capacity expansion or upgrades.

5. Inventory & Supply Chain

- Monitor and manage raw materials, packaging, and finished goods inventory.
- Coordinate procurement, inventory and warehousing to ensure timely delivery of materials.

Required Qualifications:

- Bachelor's degree in Brewing, Chemistry, Engineering, Food Science, or related field.
- 5+ years of experience in distillation or beverage alcohol production.
- Experience in operating and managing distillation equipment – still, boiler, chiller, condenser, etc...
- Strong understanding of distillation processes, fermentation, filtration, and bottling.
- Leadership experience in a production environment.
- Working knowledge of regulatory and safety standards for alcohol production.
- Proficient in using production management and inventory tracking software and Microsoft Office.

Preferred:

- Certification in brewing or distilling from an accredited institution.
- Experience with spirits aging, blending, and sensory evaluation.
- Familiarity with Lean Manufacturing or Six Sigma principles.

Working Conditions:

- Full-time position; may require nights, weekends, or on-call availability.
- Physically demanding; must be able to lift heavy objects, work in hot/cold environments, and stand for long periods.

Compensation & Benefits:

- Competitive based on experience.
- Paid time off and holidays.
- Employee discounts.

To apply for this opportunity, please send a CV and cover note to:
karen@virungamountainspirits.com

Please do not contact us by phone or Whatsapp regarding your application.