



JOB POSTING

Rotational Development Program (RDP)

JOB TITLE: Operations Rotational Program **DEPARTMENT:** Enology-Viticulture-Production

LOCATION: Sonoma County, CA **REPORTS TO:** C Cambron, M Martin, T Gore

BAND: 14 **BONUS:** 10% **TRAVEL%:** 0-10%

COMPANY SUMMARY

Constellation Brands, Inc. is the world's leading premium wine company, and offers a wide range of career opportunities in sales, marketing, operations, production, finance and administration. As a part of the Constellation team, employees are encouraged to improve their skills and performance throughout their careers through various professional and educational development programs. Constellation provides a robust onboarding program in addition to ongoing training initiatives to help employees integrate into the organization quickly and maximize their growth potential.

POSITION SUMMARY

The Constellation **Rotational Development Program (RDP)** is a new endeavor designed to develop the technical skills, business acumen, and leadership abilities of new or recent graduates and high-performing, high-potential employees. Our goal is to accelerate the development of future Operations leaders by providing participants functional experiences that enable them to learn, contribute, and integrate with the organization.

During this two-year program, you will have the opportunity to perform meaningful assignments in three, eight-month rotations within the functional departments of Winemaking, Vineyard Operations, and Production. Each rotation provides a well-rounded experience that includes on-the-job and leadership responsibilities while learning more about the overall wine business. Included in the rotations will be presentations about key learning to Senior Leadership.

ROTATION OVERVIEW & POTENTIAL RESPONSIBILITIES

Enologist

- Monitor winemaking processes and procedures to ensure that wine quality, style and winemaking operations meet expectations.
- Make recommendations while collaborating with the operations team in planning and scheduling of all winemaking cellar activities for optimum efficiency and quality.
- Plan and monitor winemaking experiments, data collection, and presentation of results.
- Assist with shipping/receiving of both juice/wine in and out of the facility.
- Review and communicate bottling quality control and lab analysis reports to identify potential wine quality issues.
- Perform routine sensory evaluation of juices, musts and wines.
- Recommend and implement ongoing process improvements that use state-of-the art technology and best practices in winemaking to maximize productivity, efficiency and quality and enhance the winery's position in the industry.

Vineyard Specialist

- Learn Viticulture key operations such as pruning, canopy management, spray programs, pest and disease management, staff supervision, irrigation principals, and quality measurements.
- Understand vineyard management activities including tracking and planning budgets, task planning, assignment of duties, capital planning, implementation and tracking.
- Support harvest planning, schedule, and grape-pick management.
- Learn about Grower Relations operations such as contract management, what is involved in grower visits and discussions, data gathering, reporting, price negotiations, and harvest planning.

Production Analyst

- Learn and apply knowledge, skills, and abilities in production processes and planning.
- Learn about the various compliances, such as TTB, environmental and safety.
- Understand inter-departmental dependency within a winery, financial management and winery infrastructure.
- Assist cellar operations including executing weekly and daily production plans, bulk wine and barrel inventory management, and learning and performing sanitation inspections.

After successfully completing the program, you will be transitioned into a role that best leverages the experiences you have gained throughout the rotations and meet both your career interests and business needs.

QUALIFICATIONS

- Recent Bachelor's degree in Enology, Vineyard or Viticulture, or Wine/Ag Business
- Completed working one harvest
- Robust time management, organization and project management skills
- Ability to multi-task and manage multiple deadlines
- Creativity and strategic thinking skills
- Effective communication skills
- Strong proficiency in Microsoft Office, specifically in Word, Excel and Outlook
- Geographic flexibility within California (for post program placement)

PHYSICAL REQUIREMENTS / OTHER

- Ability to lift to 55 lbs. regularly
- Must have a valid driver's license
- Must be at least 21 years of age
- Work outdoors in extreme weather

Your application must include the following:

- Resume
- Cover letter, including why our Rotational Development Program (RDP) role is the right next step for you in your career and what you seek to gain from selection in the program.

Constellation Brands (NYSE: STZ and STZ.B), a Fortune 500® company, is a leading international producer and marketer of beer, wine and spirits with operations in the U.S., Canada, Mexico, New Zealand and Italy. Constellation is the No. 3 beer company in the U.S. with high-end, iconic imported brands such as Corona Extra, Corona Light, Modelo Especial, Modelo Negra and Pacifico. The company's beer portfolio also includes Ballast Point, one of the most awarded craft brewers in the U.S. In addition, Constellation is the world's leader in premium wine, selling great brands that people love, including Robert Mondavi, Clos du Bois, Kim Crawford, Meiomi, Mark West, Franciscan Estate, Ruffino and The Prisoner. The company's premium spirits brands include SVEDKA Vodka, Casa Noble Tequila, and High West Whiskey.

Founded in 1945, Constellation has grown to become a significant player in the beverage alcohol industry with more than 100 brands in its portfolio, about 40 facilities and approximately 8,000 talented employees. We express our company vision: *to elevate life with every glass raised*. To learn more, visit www.cbrands.com.

