



Domaine Carneros Mentorship Position - 2022

POSITION OVERVIEW:

Domaine Carneros, in partnership with Bâtonnage, is offering a mentorship program for a motivated individual who is interested in learning about all aspects of the wine business with a focus on vineyards and winemaking. Founded in 1987, Domaine Carneros is best known as a small grower-producer of *méthode traditionnelle* sparkling wine and Pinot Noir with estate vineyards and a breathtakingly beautiful château and winery. Domaine Carneros has celebrated a long history of female leadership and has been awarded and recognized for its progressive sustainability practices.

Here is a tentative outline of the schedule (exact dates to be determined based on departmental needs and vintage timing). Departmental responsibilities may include but are not limited to:

- Jan 17- March 11- HR And Finance (estimating 1 week in Finance in March)
 - Recruitment and onboarding training and development
 - Health and wellness employee incentives and events
 - People strategy (professional development, reviews, crucial conversations, succession)
 - Learn about employment and wage laws, safety and workers comp, pay banding, and total rewards concept
- Mar 14-May 13- Marketing/DTC
 - Multi-Channel Marketing
 - Wine Club Management and Strategy
 - Visitor Center Operations and Hospitality Programs
- May 16-July 15- Vineyard/Viticulture
 - Crop estimation via cluster counts and weights
 - Missing vine counts
 - Grape sampling for maturity
- July 18-Nov 11- Lab and Wine Production



- Lab analysis of juice, fermentation, and wine samples: Brix, glucose/fructose, acidity, etc.
- Sulfur dioxide analysis and adds
- Malolactic fermentation tracking for Pinot Noir
- Quality control during disgorging of sparkling wine; RS, SO₂, NTU, etc.

REQUIREMENTS:

- Associates Degree or higher education with related studies
- One of more years of winery experience is ideal
- Ability to troubleshoot issues successfully and work independently with minimal supervision
- Excellent verbal and written communication skills; Bilingual, fluency in both Spanish and English is a plus
- Ability to work extended hours and weekends as needed, especially during Harvest
- Ability to lift 50 pounds, walk long distances, and stand for extended periods of time
- Strong mathematical skills and attention to detail are required in order to calculate, understand, document, and record research or laboratory results
- Excellent communication skills with the ability to work effectively with a variety of departments including human resources, marketing, winemaking, vineyard and production
- Strong computer skills, proficient in MS Office (Word, Excel, Outlook)
- Must be highly organized with acute attention to detail

Note: This is a paid position with an hourly rate of compensation. More details will be provided during the selection process.

