

Alde Sider Seeks Head of Cider Production

Company Description

ALDE AS is a farming and craft cider company located in Indre Bleie, NÅ, in the Ullensvang region of Western Norway. We combine traditional orchard cultivation with modern cider production, using local fruit and regional techniques. We produce around 100 000 liters fermented cider and 70 000 bottles of apple juice per year. Our location in one of Norway's most renowned fruit-growing areas allows us to focus on quality, sustainability, and authenticity. Team members work closely with the land, the fruit, and the final product, contributing directly to a distinctive and respected local brand.

Role Description

This full-time, on-site **Head of Cider Production** role replaces the current production lead and is responsible for managing and developing the entire cider production process from fruit intake to finished product.

The position oversees all production stages: fruit reception, sorting, milling, pressing, fermentation management, and cellar operations. Daily tasks include monitoring fermentations, performing quality checks, maintaining production records, and ensuring strict hygiene and food safety standards.

You will lead cellar operations such as racking, blending, stabilizing, and preparing cider for packaging. The role includes operating, maintaining, and improving production and filling equipment, coordinating and working during bottling runs, and planning production schedules.

The Head of Cider Production collaborates closely with the farm team, logistics, and management to plan production volumes, optimize workflows, support product development, and ensure consistent, high-quality cider that reflects the character of the orchard. Additional responsibilities may include orchard work, logistics coordination, guiding visitors, and participating in national and international cider events.

Key Responsibilities

- Lead and oversee the full cider production process
- Manage fermentation, cellar operations, blending, and product preparation
- Maintain and improve production equipment and bottling systems
- Ensure quality control, hygiene, and food safety compliance
- Plan production volumes and coordinate with farm and logistics teams
- Document production data and maintain accurate records
- Contribute to product development and process improvement

- Support orchard work
- Represent ALDE at cider events, tastings, and industry gatherings
- Train and guide production staff

Qualifications

- Professional experience in fermentation, brewing, winemaking, or cider production
- Strong understanding of beverage production workflows and safety standards
- Proficiency in quality control, fermentation monitoring, and cellar operations
- Ability to perform physically active, hands-on work
- Strong organizational skills and attention to detail
- Relevant education in enology, brewing, food science, agriculture, or similar fields
- Ability to work independently and lead small teams
- Willingness to learn Norwegian; multilingual candidates are welcome

Working Conditions in Norway (Important for International Applicants)

Working Hours

- Standard full-time workload: **37.5 hours per week**
- Seasonal variations during harvest, pressing, and bottling periods
- Occasional weekend or extended hours during peak production or tourism seasons

Vacation & Holiday Rights

Norway has generous vacation regulations:

- **25 vacation days per year** (4 weeks + 1 day)
- Vacation is paid through a system called “**feriepenger**” (**holiday pay**)

Holiday Pay (Feriepenger)

Norwegian employees do not receive normal salary during vacation. Instead, they receive **holiday pay**, which is:

- **10.2% of annual gross salary**

Holiday pay is earned one year and paid the next summer.

Public Holidays

Norway has **10 paid public holidays**.

Work Culture & Safety

- Strong focus on **work-life balance**
- High standards for **health, safety, and hygiene**
- Transparent communication and collaborative teamwork
- Respect for nature, craftsmanship, and quality

Compensation

Expected salary range: **NOK 550,000–700,000 per year**, depending on experience, technical expertise, and leadership ability. Candidates with advanced fermentation skills, cellar management experience, or strong production leadership background may be considered at the higher end.

Benefits

- Competitive salary based on experience
- Holiday pay 10.2% and full Norwegian vacation rights
- Participation in national and international cider events
- Opportunities for professional development in fermentation and orchard management
- Staff cider allocation and product discounts
- Support for Norwegian language learning
- Work in one of Norway's most beautiful agricultural regions

Reporting Structure

The Head of Cider Production reports directly to the **CEO** and works closely with the farm team, cellar staff, and logistics.

Start Date

Preferred start date: **August 2026**, with flexibility for the right candidate.

Additional Requirements

- Valid work permit for Norway (if applicable)
- Driver's license
- License for forklift is an advantage

Please Send CVs to olav@aldesider.no and abram@aldesider.no by **Aug 1, 2026**