



# Role Profile



**ROLE:** Beverage Process & Technology  
Manager

**LOCATION:** Geneva

**#BACARDILIFE**

**#MORETHANWORK**

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**GLOBAL OPERATIONS** – *Delivering the legacy of our liquids; Building Connections & Creating Winning Customer Experiences.*



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**REPORTING LINE:** Geneva R&D & France Bulk Operation Senior Manager

## THE BACARDI STORY

Ours is a vibrant, family-owned spirits company, nurtured by seven generations of the Bacardi family. We are the largest, privately held spirits company. Bacardi was founded in 1862 in Santiago de Cuba, when Don Facundo Bacardi Massó revolutionized the spirits world by creating the world's first light-bodied rum. His fearless, bold and entrepreneurial spirit lives on in Bacardi today.

From humble beginnings in a small tin-roof distillery in Cuba to a global company with a portfolio of more than 200 of the world's best brands and labels including BACARDI® rum, GREY GOOSE® vodka, PATRÓN® tequila, MARTINI® vermouths and sparkling wines, DEWAR'S® Blended Scotch whisky, BOMBAY SAPPHIRE® gin, CAZADORES blue agave tequila, WILLIAM LAWSON'S® whisky, ERISTOFF® vodka and many others.

Today we are an extended family of more than 7,000 employees (affectionately known as Primos – which is the Spanish word for cousins) across the globe.

## OUR CULTURE

We share the passion and entrepreneurial flair of our founder and are guided by our three culture pillars - Fearless, Family and Founders, they inspire our Primos to be the best they can be and drive us forward in all we do. But what does this mean?

- **Being Fearless;** means adopting an agile mindset, being comfortable trying new things and taking risks. We are empowered to question, challenge and innovate.
- **Family;** We treat each other, and our communities, like Family. Always.
- **Founders;** The spirit of entrepreneurship is at the heart of everything we do. We see the business as if it's our own. We do the right thing for the business and we all take accountability for our work.

When you join Bacardi, you become part of our family and gain more than just a job.

## WHAT DOES Beverage Process & Technology Manager?

We are looking for a Beverage Process & Technology Manager to join our R&D Geneva Centre in Geneva. The Beverage Process & Technology Manager is responsible for leading the development, optimization, and implementation of beverage processing technologies to ensure consistent product quality, efficiency, safety, and innovation. This role bridges the gap between R&D, production, quality assurance, and engineering to drive continuous improvement and technical excellence across beverage manufacturing operations.

## ABOUT YOU

You are a proactive person who likes the diversity of tasks and teamwork.

You take ownership of your daily work and are proactive in improving and optimizing the processes in place.

You have a sense of working in safety for yourself and all employees.

You are a person in the field and are not afraid to support the production teams if the business demands it.

You want to learn continuously and evolve within the company.

## ARE YOU READY TO EMBARK ON YOUR NEXT MOVE?

- Do you dare to be different?
- Are you willing to question, challenge and innovate in pursuit of excellence?
- Can you work collaboratively and inspire others?
- Are you ready to make your mark?

Don Facundo Bacardi revolutionized the world of rums. As the cocktail industry continues to flourish every day, we strive to follow his legacy and delight the most demanding in the industry - our consumers! That's where you come in!

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<https://www.bacardilimited.com/careers/>

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**GLOBAL OPERATIONS** – a customer focused minded family spread strategically across the world

**ROLE:** Beverage Technology Scientist - R&D

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## RESPONSIBILITIES

**WITH OUR CONSUMER AT THE HEART, YOUR KEY RESPONSIBILITIES WILL BE TO:**

- Develop, optimize, and standardize beverage manufacturing processes (mixing, blending, pasteurization, carbonation, filling, etc.).
- Evaluate and implement new processing technologies to improve efficiency, sustainability and product quality.
- Collaborate with Bacardi R&D centers to scale up new beverage formulations from lab and pilot scale to commercial production.
- Lead validation and commissioning of new process equipment and systems.
- Collaborate with maintenance, engineering and SQS teams to ensure new equipment reliability and optimal performance.
- Ensure all process designs and operations comply with food safety, regulatory, and quality standards (e.g., HACCP, ISO, GMP, FDA, local regulations).
- Lead and maintain ISO-related procedures and documentation for the R&D center including the risk assessments. Support regular audits and collaborate with internal and external auditors.
- Leverage strategic supplier's relationship to access new technologies.
- Support ESG sustainability initiatives related to energy efficiency, water and waste reduction in beverage production and raw material cultivation and transformation.
- Ensure accurate and timely reporting of all technical, process, ISO, and sustainability activities to senior management, including performance metrics, progress updates, and risk assessments.

## WORK EXPERIENCE

- 10+ years of experience in Beverages and Food Industry, Spirits category is an asset.
- Strong knowledge of beverage and food process equipment, instrumentation, and process automation.
- Experience in manufacturing including scaling up of new products and implementation of new technologies in production.
- Proven expertise in process transfer between manufacturing sites.
- Sensory science knowledge and tasting experience.
- Strong analytical and problem-solving abilities. Ability to work independently and as part of a team.

## SKILLS

**THE SKILLS AND EXPERIENCE NEEDED TO CREATE YOUR LEGACY:**

- Educational Requirements: Master's degree in food science and technology, food engineering, agricultural sciences or equivalent.
- Strong Functional Competencies: good knowledge in beverages and spirits industry (most common raw materials, bio-transformations, concentrations, maturation, etc.). Good knowledge on liquid processing technologies (blending, filtrations, thermal treatments, preservations, packaging).
- Basic Functional Competencies: standard quality assurance and analytical technologies (chemistry, microbiology, etc.). Food & beverage regulation.
- IT skills – Good tools knowledge: MS Office, Formula Management software, LIMS.
- Languages: English → Fluent // French → Intermediate // Italian and Spanish will be a plus.

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## PERSONAL QUALITIES

- Strong organizational and time management skills to handle multiple projects simultaneously. Attention to detail to ensure accuracy and precision.
- Excellent problem-solving skills to address challenges related to R&D, manufacturing and quality control.
- Good communication and collaboration skills to work effectively with cross-functional teams and external partners.
- Strong business acumen to understand business needs and projects impact.

## OTHER

- Willing to travel up to 25% of total working time (worldwide).
- We are looking for a passionate and motivated person with a practical and results-oriented approach, who embraces our three culture pillars: Fearless, Family and Founders.

## WHERE TO GO FOR MORE?



In the meantime, if you want to find out more information about our brands and Primos please visit the careers page of our website at

<https://www.bacardilimited.com/careers/>

**BE PART OF OUR EXCITING FUTURE. HELP US CELEBRATE MOMENTS THAT MATTER ONE DRINK AT A TIME.**