



# Position Description

## Northern Light Cannabis Company

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<b>POSITION:</b>	Cultivation Supervisor	<b>LICENSED:</b>	No
<b>DEPARTMENT:</b>	Grow Department	<b>GRADE:</b>	11 (\$43,178-64,768)
<b>REPORTS TO:</b>	Cultivation Manager	<b>STATUS:</b>	Exempt

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### **POSITION SUMMARY:**

At the direction of the Cultivation Manager for Northern Light Cannabis Company in Dafer, Michigan, the Cultivation Supervisor will perform and supervisor daily duties to the marijuana plants during all phases, from seed to harvest.

### **ESSENTIAL FUNCTIONS:**

1. Provides exemplary customer service, while being prompt and professional.
2. Supervise activities of the grow team in conjunction with the Cultivation Manager, Director of Cannabis Operations and General Manager of Bay Mills Business Holdings.
3. Overseeing the daily operations of a cannabis grow, including the planting, cultivating, feeding, defoliation, trimming, rotating, and harvesting of crops.
4. Developing and supervise a cultivation plan including an IPM Program to eliminate PM aphids, mites, Thirps, fungus, gnats, molds etc and high yield nutrient management program.
5. Train and assigning duties to grow personnel.
6. Organizing the germination, transplanting and cloning processes of plants.
7. Ensuring that the cannabis plant's growth and scheduling requirements, such as lighting, rotation, soil PH, and nutrients, are consistently met.
8. Helps Cultivation Manager with the managing the inventory and equipment for the grow operation, including the programming and monitoring the computerized climate control system.
9. Identifying and resolving potential threats to crop yields, such as pests.
10. Breeding new cannabis plant cultivars according to the grow's specifications.
11. Responsible for keeping current on new industry techniques and tools for best practices.
12. Ensuring the grow complies with tribal cannabis regulations and cultivation procedures.
13. Keeping up to date with Northern Light Cannabis Company policies and procedures at the direction of the Marijuana Commission.
14. Responsible for learning and following daily policies and procedures for the Bay Mills Business Holdings and the department.
15. Must attend all mandatory trainings designated by the Human Resources Department and/or General Manager.
16. Other duties may be assigned within the scope and complexity of this position's essential functions.

**PHYSICAL REQUIREMENTS:**

While performing the duties of this job, the employee is regularly required to walk and stand with occasional sitting. The employee must occasionally lift and/or move up to 100 pounds while frequently lifting and/or moving up to 75 pounds. The employee is regularly exposed to dust and cold when working in the freezer and coolers. The employee is regularly exposed to marked changes in temperature and humidity and moving machinery, moderate noise, heat, cold, smoke and hot surfaces involved in cooking food, grease and dirty surfaces, use of caustic chemicals. The employee may experience cuts, burns, sprains and strains.

**POSITION REQUIREMENTS:**

1. Must be a minimum of 21 years of age.
2. A bachelor's degree in science, botany, agriculture, horticulture, or a related field preferred.
3. Must have a minimum of five years' experience in growing/cultivation with an indoor grow and five of those in a marijuana commercial setting.
4. Must have a two years' experience in cannabis business management.
5. Must have knowledge and mastery of all growing mediums: soil, coco, rock wool, etc.
6. Must have knowledge of the cannabis plant, its growth requirements, and disease management techniques.
7. Must understand and practice GAP (good agriculture practice) and GDP (good document practice)
8. Must pass all required background checks.
9. Must be able to use a computer, including Word, Excel, Outlook, etc.
10. Must demonstrate effective leadership and supervisory skills.
11. Must have an excellent past work record, including attendance.
12. To perform this position successfully, an individual must be able to satisfactorily perform each function listed under the essential functions and physical demands categories of this position description.

**PREFERENCE:** Preference will be given to those of Native American descent.

**CLOSING DATE:** Open Until Filled

**APPLY TO:** Send Resume and Application to:

Erin Forrester; HR Generalist  
Bay Mills Human Resources Department  
12124 W. Lakeshore Drive  
Brimley, MI 49715  
(906) 248-8526

[eforrester@baymills.org](mailto:eforrester@baymills.org)

Subject: Cultivation Supervisor

**\*\*Applications can be found on the Bay Mills website at [www.baymills.org](http://www.baymills.org) under the employment section\*\***