



# Position Description

## Northern Light Cannabis Company

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<b>POSITION:</b>	<b>Cultivation Manager</b>	<b>LICENSED:</b>	No
<b>DEPARTMENT:</b>	Northern Light Cannabis Co.	<b>GRADE:</b>	DOE
<b>REPORTS TO:</b>	Director of Cannabis Operations	<b>STATUS:</b>	Exempt

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### **POSITION SUMMARY:**

At the direction of the Director of Cannabis Operations for Northern Light Cannabis Company, the Cultivation Manager will oversee all operations of the cannabis grow facility, creating cultivation plans, resolving plant issues, supervising grow personnel, and managing the grow budget to ensure that our goals are met. The Cultivation Manager must have excellent knowledge of the cannabis plant and the ability to identify and respond to any issues that arise during production or cultivation on a daily basis.

### **ESSENTIAL FUNCTIONS:**

1. Developing standard operating procedures that detail feeding schedules, cleaning, defoliation, harvest, trimming, and curing.
2. Supervise activities of the grow team in conjunction with the 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, and harvesting of crops.
4. Developing and implement a cultivation plan including an IPM Program to eliminate PM aphids, mites, Thrips, 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. Responsible for the genetics programs, including the development of a unique Bay Mills Northern Light Cannabis Company brand strains.
9. Managing the inventory and equipment for the grow operation, including the programming and monitoring the computerized climate control system.
10. Identifying and resolving potential threats to crop yields, such as pests.
11. Managing the grow's budget to ensure production targets are met while managing purchases of growing supplies and maintaining adequate inventory.
12. Breeding new cannabis plant cultivars according to the grow's specifications.
13. Responsible for keeping current on new industry techniques and tools for best practices.
14. Ensuring the grow complies with tribal cannabis regulations and cultivation procedures.

15. Keeping up to date with Northern Light Cannabis Company policies and procedures at the direction of the Marijuana Commission.
16. Responsible for learning and following daily policies and procedures for the Bay Mills Business Holdings and the department.
17. Must attend all mandatory trainings designated by the Human Resources Department and/or General Manager.
18. 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. Frequently the employee must squat, crawl, crouch, and kneel with frequent bending, climbing, balancing, and push/pulling. The employee is frequently required to use hands for firm manipulation and reach with hands and arms above shoulder level. The employee must frequently lift and/or move up to 35 pounds while occasionally lifting up to 100 pounds. The employee is regularly exposed to heights, moving machinery, driving automotive equipment, marked changes in temperature and humidity, dust, fumes, and/or gases.

**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 ten 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. 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.
12. Must have an excellent past work record, including attendance.

**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 Manager

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