



<b>Job Title</b>	<i>Cultivation Operations Director, Cannabis</i>
<b>Reports To</b>	<i>Executive Management Team</i>

### Company Overview

Bay Grow Maryland offers premium plants and herbs grown by our passionate team of farmers and exclusive farm partners at an exceptional value. Every farmer has a story and each thoughtfully crafted plant offers a uniquely personal sensory experience. We guide you through traditional and modern herbology with intention to positively impact our agricultural and wellness community.

### Job Purpose

The Cultivation Operations Director is responsible for the management and oversight of all aspects of the cultivation operations.

### Duties and Responsibilities

- Supervise and direct the entire production process, including tracking plants from propagation to packaged product.
- Develop a scalable and efficient cultivation methodology
- Motivate cultivation staff to meet set performance targets
- Ensuring post production is managed and the highest quality product is delivered
- Facility walk-troughs and audits to ensure compliance
- Supplies Management: maintaining inventory, planning, and monitoring consumption rates and develop new best practices and standards.
- Scale, upgrade and optimize infrastructure consistent with anticipated growth, trends, needs, and requirements
- Ensure implementation and adherence to health and safety procedures
- Design capable, scalable processes to consistently deliver optimal quality and yield
- Maintain accurate daily records of flower product during the different phases of the process
- Create policies and procedures for cultivation department as well as oversees the daily operations process for multiple marijuana cultivation facilities.
- Ensure proper training and development of employees
- Work closely with Bay Grow Maryland CEO to prepare weekly employee time and payroll

### Qualifications

- Prior experience in legal, cannabis cultivation operations.
- 2-3 years cultivation process and personnel management experience.
- Currently licensed or able to obtain appropriate State licensure.
- Bachelor degree OR equivalent on the job experience
- Must be 21 years of old
- Must possess horticultural skills and experience
- Valid driver's license and transportation

### Working Location and Conditions

Maryland, TBD. Agricultural warehouse setting. Must be able to lift 50lbs

### Direct Reports

Department Managers  
Employees/ Contractors of the organization  
Inventory Control Clerk

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<b>Approved by:</b>	
<b>Date approved:</b>	
<b>Reviewed:</b>	