



BRISTOL, VA

## **Lead Grower**

### **POSITION SUMMARY**

Responsible for managing the daily operations of the Dharma Pharmaceuticals, LLC cultivation facilities in accordance with Commonwealth of Virginia rules and regulations and standards set by Dharma Pharmaceuticals, LLC. Provides support for all cultivation employees, including schedules, training, policy and procedure updates, industry news, and product information. Responsible for the documentation, ordering, and receiving of all inventory and products, arranging deliveries, and cleanliness. to ensure the production of the highest quality cannabis plant available. This position follows established Company policies and procedures. This position will focus on propagation, transplanting, pruning, irrigation, fertilization, pest management, and disease detection and management during the propagation and vegetation phases of plant growth. This position may also assist with other cultivation areas as well as harvesting. This position is responsible for all integrated pest management activities through all phases of cultivation including propagation, vegetation, and flowering. Disease detection and management as well as pest identification and management are critical responsibilities of this position. The Director maintains a clean and sanitary cultivation center to drive year-round performance and harvests using proper storage for all pest management inputs. Manages and maintains the integrity of cultivation areas with a vision of producing the highest quality product inputs in the country. Overall responsibility for the cultivation of safe, high quality cannabis plants for inputs into Company cannabis-based products.

### **CORE JOB DUTIES AND RESPONSIBILITIES**

#### **Employee Support and Management**

- Responsible for managing cultivation staff, schedules, cultivation processes, inventory, and vendor relations.
- Serves as a role-model and resource for cultivation staff concerning products and services, policies and procedures, industry news, and changes in regulations.
- Responds to all cultivation staff and consultants' questions, concerns, or suggestions and takes action when necessary to resolve conflicts.
- Responsible for delegating tasks to cultivation staff and consultants in order to maintain a compliant and clean cultivation facility.
- Coordinates with the C-Level Staff and Compliance Officer to ensure accurate information is communicated to the cultivation staff.

#### **Cultivation Operation Management**

- Oversees all cultivation tasks and processes, ensures property documentation of all applicable activities in accordance with the Virginia regulations and standards set by Virginia Board of Pharmacy and maintain inventory via RFID tracking for all cannabis seeds, plants, products and extracts to prevent diversion.
- Plans, coordinates, and oversees the transition of product development by ensuring the proper tasks are executed and the environmental conditions support the cultivation of superior product quality.
- Oversees supply stock, orders, and deliveries to ensure efficient levels of all cultivation inputs and supplies.
- Fill in as cultivation laborer as needed.
- Assist with research, communications, or any other assigned projects/task.
- Demonstrated experience building and managing clean room manufacturing at scale.

#### **Pest Management**

- Develop, implement, and monitor methods of preventing access to pests to entire the cultivation environment.
- Perform daily visual inspections of all plants to ensure no visible sign of mold, mildew, pests, rot or grey or black plant material that is above acceptable levels.
- Inspect and ensure that all areas of the cultivation facility are properly follow all sanitation and waste management protocols to prevent pest infestation and contamination.



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- Manage relationship with all pest management vendors to ensure timely pest control applications both interior and exterior as well as supply of appropriate biologicals for use by the cultivation team.
- Supervise and implement all pest management protocols throughout the cultivation process.

#### Documentation and Reporting

- Responsible for documenting all pest management activities and liaising with Compliance Manager in the oversight of product testing efforts.
- Oversight to confirm pest management documentation is accurate and timely.
- Responsible for meeting all recordkeeping requirements of Virginia as well as Dharma Pharmaceuticals, LLC.

#### Continuous Yield Improvement

- Responsible for continuous pursuit of optimized cultivation and extraction yields through use of innovative systems and processes.
- Responsible for sourcing and implementing creative technologies to achieve optimized yields on an ongoing basis.
- Understanding of traditional agriculture as well as hydroponics and high-tech cultivation techniques.

#### Reports and Documentation

- Maintain accurate records of all cultivation activities including employee records, inventory records, environmental records, input records and cultivation procedures, and input deliveries in accordance with the Virginia regulations and standards set by Dharma Pharmaceuticals, LLC

#### **SKILLS REQUIRED**

- Experience with in-house propagation. Experience in Good Agricultural Practices, Good Handling Practices.
- Physical requirements include standing, bending, and lifting up to 50 pounds.

#### **QUALIFICATIONS**

- Demonstrated experience in horticulture or agricultural production at scale.
- 5 years of experience managing in-house propagation.
- Bachelor's degree in Horticulture, Plant Science or relevant degree.