

Pure Jamaican Limited

Job Opening: Farm Manager

Farm Type: Large, Licensed, Commercial Cannabis Cultivation

Location: Westmoreland, Jamaica

Pure Jamaican Limited is seeking highly-qualified candidates to fill the Farm Manager position for its cultivation subsidiary in Westmoreland, Jamaica. The subsidiary has submitted an application for a Tier 3 cultivation license to the Cannabis Licensing Authority (“CLA”) of Jamaica, with a provisional license expected to be granted soon. The Farm Manager’s duties and responsibilities will include, but not be limited to: startup management of a new outdoor cannabis cultivation operation of 35+ acres (initial staff hiring, site clearing, site prep, security and critical infrastructure planning/installation, irrigation and drainage installation, supplemental light installation, planting) and day-to-day farm operations (personnel management, cultivation, security, quality control. Depending on experience, the Farm Manager may also be granted the opportunity to manage an additional 100+ acres of licensed cannabis cultivation for another Pure Jamaican cultivation subsidiary in Jamaica.

A successful candidate will have a Ph.D or Master’s degree in Agricultural Sciences, Horticultural Sciences, Agricultural Engineering or Agricultural Economics or equivalent extensive on-the-job training and have at least 3-5 years’ experience in management of commercial cultivation operation(s). The ideal candidate will also have a Master’s degree in Business or Operations Management, and specialized management experience in commercial cannabis cultivation.

Key Responsibilities:

- Hire and manage staff for all areas of cultivation (potentially two independent sites).
- Designate supervisors for different areas of operations and coordinate with them for task delegation, labor allocation, efficiency and accountability.
- Create and maintain standard operating procedure manuals and practices in all areas of cultivation ensuring uniformity and standardization in production.
- Manage the development and implementation of a site development plan for the cultivation areas of the site as necessitated by the comprehensive cultivation plan.
- Coordinate with contractors and personnel for site preparation such as clearing vegetation, grading or leveling land, soil preparation, etc.
- Designate locations for all propagation and cultivation areas.
- Manage the design of an irrigation and drainage plan for the site. Oversee any necessary construction involved.
- Coordinate the design and oversee the installation of all internal security infrastructure involved with cultivation.
- Manage the development of desired soil and nutrient profiles for grow areas.
- Manage the development and implementation of watering and nutrient schedule for all grow areas.
- Manage the development and implementation of an Integrated Pest Management (IPM) system.

- Pursue continuing improvements to equipment, infrastructure, and methods to keep cultivation operations on the cutting edge.
- Generate crop production and cultivation reports on a weekly, monthly and per-batch basis.
- Generate harvest reports and maintain all reporting as required by the CLA.
- Manage the development of a community education and relationship management program.
- Host Company Directors, CLA personnel and any other government or regulatory officials on-site and maintain a working dialogue.
- Ensure that the farm remains in compliance with all CLA regulations and standards established by the Company Directors.

Required Qualifications:

1. Education: Ph.D or Master's degree in Agricultural Sciences, Horticultural Sciences, Agricultural Engineering or Agricultural Economics is preferred, however individuals with equivalent extensive on-the-job training or a Bachelor of Science degree in one of the above majors along with all of the rest of the appropriate experience and expertise will still be considered.
2. Experience: Minimum 3-5 years' experience in management of large commercial cultivation operation(s) is a must. Some experience with cannabis cultivation is a must. Specialized management experience in commercial cannabis cultivation is a significant plus. Additional experience in both the public sector (such as RADA - the Rural Agricultural Development Authority) in Jamaica *and* private sectors (i.e., in the sugar, coffee or banana industries) in Jamaica would be ideal.
3. Skills:
 - a. Proficiency with statistical process control measures involves with commercial cultivation.
 - b. Familiarity with equipment and infrastructure necessary for both indoor and outdoor commercial cannabis cultivation.
 - c. Familiarity with Good Agricultural Practices.
 - d. Strong written and verbal communication capabilities.
 - e. Good community relationship management skills.
 - f. Ability to consistently meet time-based goals.
 - g. Ability to prepare and operate within a budget.
 - h. Good personnel management.
 - i. Highly organized.
 - j. Proficiency with Microsoft Excel, Word, and basic accounting software.

Compensation:

- Salary-based position depending on experience.
- Incentive plan for exceeding performance targets.
- Flexible work environment.

Think you've got the skills we are looking for? Great!

Please send us your resume, salary requirements and explain why you are the ideal candidate.

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Pure Jamaican Limited is an equal opportunity employer with a great company culture.