

Job Title	Production Associate (Grow)
Reports To	Head Grower

Job Purpose

The Production Associate is responsible for meeting production schedules and in complying with all applicable local and state laws and regulations.

Duties and Responsibilities

The essential functions include, but are not limited to the following:

- Comply with all applicable government regulations and Company policies and procedures, including sanitation, security, workplace safety, confidentiality, and seed-to-sale software requirements, among others.
- Maintain a positive, collaborative, and respectful attitude in all tasks.
- Participate in upfront and ongoing training in order to master skills needed to complete relevant tasks, including especially plant health monitoring.
- Identify and communicate issues and assist in troubleshooting, identifying potential solutions, and in implementing and monitoring corrective actions.
- Perform various tasks related to the production of cannabis products, including the cultivation of cannabis plants, in order to meet production schedules. These tasks may include, but are not limited to:
 - Installing, cleaning, maintaining, and troubleshooting for all equipment and facilities
 - Media preparation;
 - Propagation through seeds, clones, and tissue culture;
 - Management of supplemental lighting;
 - Transplanting;
 - Feeding and flushing plant nutrients and water (i.e., “fertigation”);
 - Plant monitoring and maintenance, including defoliation, super cropping, and topping;
 - Foliar and preventative sprays and other pest management;
 - Harvesting, drying, curing, and trimming;
 - Producing extractions and infusions;
 - Packaging;
 - Waste disposal;
 - Inventory management.
- Clean the grow space: maneuvering around and under tables, pressure washing the floor, mixing cleaning chemicals according to the SOPs and the labels on cleaning agent containers as well as any other cleaning assignments received.
- Help prepare for audits and, as needed, assist state and local governmental auditors and law enforcement with their audits.

- Work with a team on a potting machine to efficiently plant out our grow spaces. This will require teamwork and a sense of urgency to keep up with the machine and organize containers and soil to establish a continual workflow.
- Plant under pruning. You will need to be able to follow instructions on how to properly manicure plants and follow SOPs for cleanliness and disposal procedures.
- Tagging plants. All plants receive an individual tag at a certain point in production. Part of your duties will be hanging those tags according to the directions you will be given.
- Working on a ladder. Trellising plants may require a step ladder. If you are uncomfortable with step and short ladders this may preclude you from fulfilling some of your duties.
- Track data to comply with applicable rules and to support management decision-making.
- Contribute ideas to help improve Company's choices for ingredients, equipment and methodologies, policies, Standard Operating Procedures (SOPs) and training materials.
- While growing and managing the plants will be the driving force behind this job position there are many other departments and procedures involved with bringing medical cannabis to Maryland patients. You may at times be asked to help with other tasks that keep our operation flowing efficiently. Some of those tasks may include but are not limited to trimming flower, harvesting plants, and packaging products.

Qualifications & Skills

These are the qualifications that are necessary for someone to be considered for the position.

Qualifications include:

- High school diploma
- Adaptability
- Observant and detail-oriented
- Patience and strong communication skills
- Ability to problem solve
- Ability to understand basic scientific concepts
- Must meet badge requirements of the MMCC
- Must be 21 years of age and older
- Must be able to work 38 hours per week.
- Experience preferred but not required

Working Conditions/Physical Requirements

- Exposure to pollen, allergens, and chemicals in the grow facility
- Work environments that include exposure to, but not limited to, chemicals, fumes, dust, odors, extreme heat temperatures, heights, indoor AC, no AC, motion, noise, protective gear, vibrations, and water. This position will be required to adhere to all current Covid19 safety regulations that are in place including but not limited to; wearing a mask, using hand sanitizer, social distancing, etc.
- Stand and walk for extended periods of time.
- Bend, squat and stoop, twist and bend the neck and waist and reach above and below shoulder height to grasp objects.
- Bend and lift loads of up to one hundred (100) lbs.
- Use hands for grasping, pushing, pulling and fine manipulation.