

CREATE A COMPENSATION PLAN

Scale your cannabis facility with your manufacturing team

“Some manufacturing roles are the hardest jobs in cannabis to do successfully, making it critical to competitively compensate and incentivize these employees.”

– David Belsky, CEO at FlowerHire

VP OF OPERATIONS

Responsibilities

Oversees a network of cannabis facilities
Standardizes systems and processes across facilities
Drives work culture and employee retention
Continuous improvement and adaptability

Builds facilities from scratch
Massively scales facilities
Oversees profit and losses
Involves frequent travel

\$250,000 - \$350,000 BASE PAY 20% - 40% BONUS TARGET

DIRECTOR OF OPERATIONS

Responsibilities

Single-site leader
A beacon of company culture
Sets up systems and processes

Establishes KPIs
Runs profit and loss reports
Reports to VP of operations

\$150,000 - \$180,000 BASE PAY 20% - 30% BONUS TARGET

LAB OR EXTRACTION MANAGER

Responsibilities

Turns cannabis flower into oil-based consumer packaged goods
Extracts molecules using CO2, ethanol, solventless, or hydrocarbons
Inserts molecules into the oil product
Manages the lab and teams varying from one person to up to 30 people

Creates SOPs for technicians to follow
Manages quality of product
Maintains safety
Reports to director of operations

\$80,000 - \$100,000 BASE PAY 10% - 20% BONUS TARGET

Reach out to FlowerHire’s Managing Partner for support in building your manufacturing/operations team.

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