

The Supervisor, Flower, reporting to the Alternate Master Grower, is responsible for the supervision of Grow Technicians to ensure they meet production targets and quality standards. The Supervisor, Flower will train Grow Technicians in plant maintenance methods, safety, and company policy and procedures as well as the identification and correction of health and safety issues. The Supervisor, Flower will prepare a range of reports and operate and troubleshoot greenhouse equipment as necessary.

ESSENTIAL FUNCTIONS

- Lead, mentor, and coach a team of Flower Technician employees.
- Maintain a safe, clean and legally compliant workplace.
- Identify, investigate, correct and document potential environmental and safety problems.
- Establish methods to meet work schedules and co-ordinate work activities with other departments
- Resolve work problems and recommend measures to improve productivity and product quality.
- Provide information for production plans to ensure that production objectives are met
- Establish and monitor conformance with production specs, procedures, schedule and safety
- Provide effective training to staff in standard operating procedures, job responsibilities, safety procedures and company policies
- Ensure all employees comply with training requirements, work standards, policies, and procedures.
- Foster a culture of teamwork, coach and motivate members through setting of clear expectations and recognize and reward outstanding performance.
- Conduct employee performance reviews (probationary and annual) as well as performance management discussions and disciplinary meetings, as required
- Coordinate with other supervisors, leads, and managers to obtain maximum use of resources.
- Ensure compliance with company standards for cost control, waste reduction, quality, safety, and complete and on-time delivery.
- Provide leadership for problem resolution to facilitate faster improvements and improved working relationships.
- Liaise with other departments to ensure that production, quality compliance, and human resources initiatives are met.
- Identify and determine quality and productivity related problems and solutions.
- Coordinate and oversee employee work assignments and special projects.
- Adhere to all occupational health and safety regulations
- Other duties as assigned

ROLE REQUIREMENTS/ABILITIES

Experience / Education

- High School Diploma or GED equivalent.



- Post-secondary degree or diploma in a related field preferred.
- 3-5 years experience in a team lead/supervisory role.
- 3 years of experience in the food manufacturing or pharmaceutical industry
- 3 years cannabis or horticulture industry experience
- Valid Ontario pesticide license is considered an asset

Skills & Abilities

- Excellent communication skills, both written and verbal.
- Knowledge of the Cannabis Act is an asset
- Experience with an organization regulated by HACCP Canada or experience in a similarly regulated environment (GMP, GAP, GPP)
- Ability to operate various types of equipment.
- Excellent organizational skills and the ability to create logically ordered objectives.
- Ability to stay informed and up to date with changes in technology, code and workplace compliance.
- Excellent manual dexterity.
- Strong leadership skills and the ability to effectively manage employees.
- Strong problem-solving skills and ability to develop conceptual alternatives.
- Able to find new methods and principles and ability to incorporate them into existing production practices as needed.
- High degree of resourcefulness, flexibility, and adaptability.
- Must have the ability to plan, organize, develop, implement and interpret the programs, goals, objectives, policies, procedures, etc.
- Excellent time and project management skills.
- Excellent basic mathematical skills.
- Ability to motivate and attain positive results from employees and teams is a must.
- Proven leadership, decision-making, problem-solving and performance management skills are required.
- Must possess advanced proficiency with Microsoft Office suite including Word, Excel and PowerPoint.
- Superior interpersonal and communication skills within a team environment are essential to this position.
- Must have own transportation as we are not on a public transportation route
- Ability to work overtime and weekend shifts, as required

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