



Job Description

Compliance Director

NativeCare

Open: July 29, 2025

End: Open Until Filled

Primary Function

This employee will play a pivotal role in developing and implementing compliance programs for NativeCare departments. Position will ensure company adheres to all relevant laws, regulations and ethical standards. Develop, implement, and monitor company compliance within the organization.

Reports to NativeCare CEO. Full-time position with benefits. Salary; DOQ.

Responsibilities:

- Manage an effective company compliance programs
- Analyze organization's approach to develop and implement changes to improve workplace adherence to SOP's, state and tribal standards, laws and regulations
- Oversee, coordinate, and monitor NativeCare's day-to-day compliance activities
- Prevent and mitigate risk events
- Monitor changes in state and tribal legislation or industry standards
- Focus on internal controls for departments to meet compliance obligations
- Conduct conformance testing to evaluate company compliance processes
- Conduct company reviews to monitor adherence to rules and regulations
- Evaluate employee's knowledge of policies
- Train and educate employees on work related laws and regulations
- Identify and assess potential risks
- Develop strategies to minimize or eliminate risk
- Excellent communication and interpersonal skills
- Ability to analyze data and translate insights
- Provides reports on any significant compliance issues regularly or upon request to CEO
- Strong organizational skills with the ability to manage multiple projects simultaneously
- Knowledge of local cannabis regulations and compliance
- Other Duties As Assigned

Qualifications:

- Bachelor degree in accounting, law, or business preferred
- At least 4 years' experience in compliance related position
- Expert knowledge of tribal and state cannabis regulations and laws
- Strong time management skills and task prioritization skills
- Excellent planning, organizational, and communication skills
- Ability to work independently or as part of a team
- Ability to work collaboratively in a fast-paced team-oriented environment
- Demonstrate experience working with Tribal communities

- Current Minnesota driver's license, clean driving record, auto insurance, regular and consistent access to a motor vehicle
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- Must meet licensing requirements with Red Lake Tribal Regulatory Cannabis Agency and pass tribal, state and federal background checks
- Knowledge and/or experience in the cannabis industry is required
- Must be 21 years or older

To Apply: A complete application and resume with three references, please send to NativeCare Corporate Office, 24400 Highway 1, P.O. Box 569, Red Lake, MN 56671

NativeCare is a tribally owned premier cannabis operator dedicated to quality, innovation, and community. NativeCare focuses on producing the best possible product for cannabis enthusiasts.