



Job Description

Cultivation Technician

NativeCare

Open: July 29, 2025

Closes: Open Until Filled

Primary Function

This employee will play a key role in supporting the department's goals in maintaining work per the harvest and cultivation schedule. This role is responsible for adhering to SOP's and the established techniques to complete scheduled tasks, and helping support the department lead on a daily basis.

Reports to NativeCare Cultivation Director. Full-time position with benefits. Starting wage: \$17/hour. Red Lake Band Member and/or Native American preference is observed.

Responsibilities and Duties:

- Efficiently completes tasks according to the SOP's and regulations
- Provide quality care and attention to growing process of plants from clone to harvest
- Perform daily tasks ensuring quality control and compliance while maintaining Good Agriculture Practices (GAPs)
- Alerts the cultivation manager to any plant or environment anomalies
- Assist with crop maintenance (weeding, trimming, watering, harvesting)
- Assist with cultivation and harvest schedules (hanging and curing plants)
- Assist in ensuring growth requirements of plants are consistently met through constant monitoring
- Oversees drying room and determines when plant material is ready for bucking and curing
- Trimming and sorting of flowers in preparation for production
- Fills out records and follows documentation practices per company protocol
- Performs, assists and maintains the daily cleanliness and neatness of the worksite
- Available for on-call and weekend hours, as needed
- Be punctual and ready to work at designated time
- Other duties as assigned

Qualifications:

- Strong desire to work in cultivation or agriculture
- High level of integrity and strong work ethic
- Ability to preserve confidentiality of company information
- Ability to work within strict time frames
- High School Diploma or GED preferred
- Knowledge of agriculture lifecycles preferred
- Ability to push, pull, or lift over 50 pounds
- Strong time management and task prioritization skills
- Ability to work independently or as part of a team
- Ability to take direction from the cultivation manager, and other department leads
- Willingness to assist where needed
- Ability and willingness to work in elevated heat and humid environments
- Ability to work collaboratively in a fast-paced team-oriented environment

- Basic math skills and ability to use a calculator
- Ability to read a calendar and maintain a schedule
- Knowledge and/or experience in the cannabis industry is desirable, but not required
- Must meet licensing requirements with Red Lake Tribal Regulatory Cannabis Agency and pass tribal, state and federal background checks
- Must be 21 years or older

To Apply: A complete application and/or 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.