



September 2024

JOB DESCRIPTION: Lead Grower

Location:

Reports To: Facility Manager and Cultivation Director

Company Overview:

Grow Pro is a leading cannabis cultivation company in South Africa with a dynamic start-up culture and a dedication to producing premium-quality cannabis products. Guided by an experienced management team, we operate at the forefront of the industry, utilizing advanced technologies like Cli-Max climate control and Bionova nutrients to optimize our growing process. Our activities span contract cultivation, exporting to EU cannabis markets, and strategic investments in existing licensed cannabis facilities, all while maintaining strict adherence to industry standards and regulatory compliance. Join us and become part of a team that values growth, innovation, and quality.

Job Summary:

The Lead Grower oversees all aspects of cannabis cultivation to produce high-quality, pharmaceutical-grade products. This role involves managing daily operations, implementing environmental controls, IPM strategies, and ensuring SAHPRA regulatory compliance. The Lead Grower will work closely with the Facility Manager and Cultivation Director to develop cultivation plans and achieve production goals.

Key Responsibilities:

- **Daily Cultivation Operations:** Oversee environmental controls, fertigation, planting, trimming, and harvesting while ensuring compliance with SAHPRA and GACP standards.
- **Cultivation Plans:** Develop and present detailed cultivation plans, including growth cycles, environmental conditions, and nutritional needs.
- **IPM Strategies:** Implement Integrated Pest Management (IPM) strategies using approved methods to control pests, mildew, and molds.
- **Regulatory Compliance:** Ensure compliance with SAHPRA regulations, including documentation, record-keeping, and product traceability.
- **Plant Health:** Monitor plant health, lighting, substrate pH/EC, and nutrient levels for optimal growth.
- **Quality Assurance:** Work with the Quality Assurance team to maintain a Quality Management System (QMS) that meets SAHPRA standards.
- **Inventory Management:** Oversee stock control of all supplies and maintain equipment.

- **Training and Development:** Train cultivation staff on SAHPRA regulations, safety protocols, and SOPs.
- **Data Management:** Record and report all cultivation activities, including environmental conditions and pest control measures.
- **R&D:** Lead research initiatives to develop new cultivars, ensuring compliance with pharmaceutical standards.
- **Adapt to Regulatory Changes:** Stay informed on SAHPRA regulations and adjust practices accordingly.

Qualifications:

- Bachelor's degree in horticulture, agriculture, botany, or related field preferred.
- Minimum 4 years of cannabis cultivation experience, with strong regulatory compliance knowledge.
- In-depth understanding of SAHPRA regulations, GACP, and pharmaceutical-grade cultivation.
- Proven experience in managing cultivation operations and implementing IPM strategies.
- Excellent leadership, communication, and organizational skills.
- Proficiency in Microsoft 365 and cultivation management software.

Physical Requirements:

- Ability to work in a cultivation facility for extended periods.
- Flexibility to work weekends, holidays, and extended hours.
- Ability to lift and move up to 24kg.

Employment Terms:

Full-time position with a three-month probation period. Opportunities for professional growth within the company.

Disclaimer:

Grow Pro is an equal opportunity employer. We are committed to fostering a diverse and inclusive work environment where everyone can thrive. All information provided by applicants will be kept confidential and used solely for the purposes of recruitment. Only shortlisted candidates will be contacted for further steps in the application process.