

# CANNABIS CAREER GUIDE

## WHAT'S IN THIS DOCUMENT

### Understand cannabis industry jobs

*Where to find + apply to jobs* pg 1

*What pay rates to expect* pg 2

*Common job role titles* pg 2

### Preparation and tips to find your fit

*Create a resume* pg 3

*Find the right job for you* pg 4

*Prepare for an interview* pg 5

*Respond to common interview questions* pg 5

### Convey and increase your value

*Transition from another industry* pg 5

*Transition between companies* pg 6

*Level up inside a company* pg 6

## Where to find and apply to cannabis jobs

Visit the [Careers in Cannabis](https://careersincannabis.com) website, the nation's largest and most impactful job board to find and apply to cannabis jobs.

If you know what type of job you're looking for, use the search bar to enter keywords related to the type of job (such as "budtender," "cultivation," "sales," etc.)

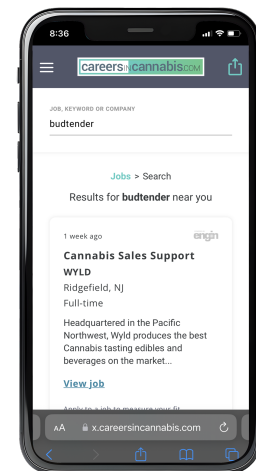
Browse the list of job openings that match your search.

Click on a job listing to view more details about the position, including job description, requirements, and application instructions.

To apply, follow the application instructions in the job listing. This may involve submitting your resume, cover letter, and any other required documents through the website or directly to the employer.

Keep track of the jobs you've applied to and follow up with employers as needed.

Careers in Cannabis also offers resources including the FitScore™ job matching tool, easy resume building tool, as well as resume writing tips, interview preparation, and industry news to help you have the competitive edge in your job search.



Our education partners at [Green Flower](https://greenflower.com) and [Ganjier](https://ganjier.com) offer effective pathways for accelerating your value in the job market.



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## What pay rates to expect

To estimate an hourly pay for a cannabis job, take a look around to see average wages, considering your experience and skills, evaluating the company's size and benefits, and factoring in local cost of living and minimum wage laws. engin's [State of Cannabis](#) salary guide is a great free info resource.

## Common job role titles

### Budtender

Assists customers in dispensaries, providing product info + recommendations

### Cultivation Technician

Responsible for growing + maintaining cannabis plants, ensuring quality + yield

### Extraction Technician

Operates equipment to extract cannabinoids from cannabis plants for products like oils + concentrates

### Dispensary Manager

Oversees daily dispensary operations, including inventory management, staff supervision, customer service

### Kitchen Manager

Creates cannabis-infused food products, following safety + regulatory guidelines

### Compliance Specialist

Ensures that the company complies with all relevant cannabis regulations + laws

### Marketing Specialist

Develops and implements marketing strategies to promote cannabis products and brands.

### Lab Technician

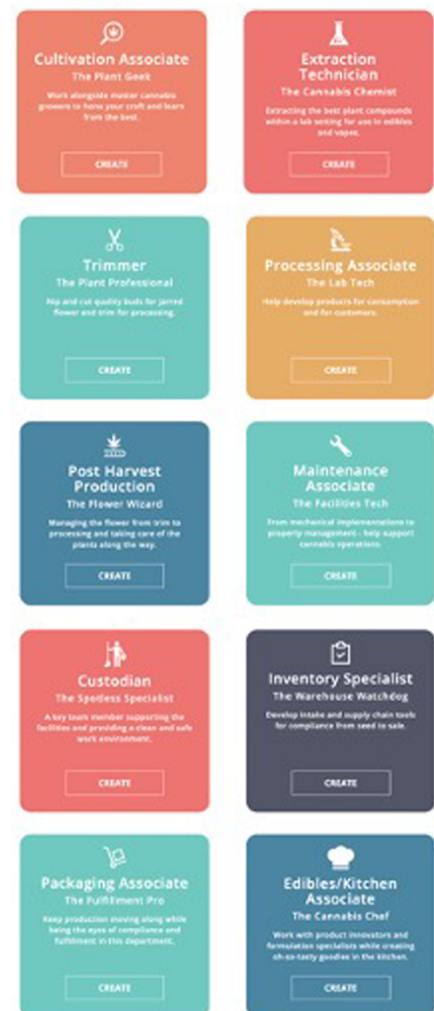
Conducts tests and experiments on cannabis products for quality control and regulatory compliance.

### Security Guard

Provides security services for cannabis facilities to ensure safety and compliance.

### Packaging and Labeling Specialist

Responsible for packaging and labeling cannabis products according to regulatory requirements.



**NOTE:** For some companies, roles may vary and job titles might be different. Always read the job description and requirements to get an understanding of if a job sounds like a good fit for you.

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## Creating a resume

*Building a resume is as much an art as a science. But here are components of a resume for the cannabis industry to consider including:*

### Contact info

Include your name, phone number, email address, and location.

### Objective or summary statement

Consider a brief overview of your career goals and relevant skills, including transferable skills appropriate for the job you're applying for.

### Professional experience

List your work history (job titles, company names, locations, and dates of employment). Highlight any cannabis industry experience and/or transferable skills.

### Education

Include your highest level of education, any relevant certifications or training, and institutions attended, even if not directly related to cannabis job roles.



At [CareersinCannabis](#), you can create a free, good-looking resume in minutes.

Consider cannabis education options and certifications. Green Flower, in conjunctions with nationwide, educational institutions, offers certifications that will make your resume stand out. Ganjier offers the top level of industry certifications.

Years of experience: 5 years | Education: Vocational qualification  
Certification: GF Institute Dispensary Associate

### Skills

Highlight skills that you consider relevant to the cannabis industry, such as knowledge of cannabis strains, cultivation techniques, customer service, compliance, and regulatory knowledge.

### Achievements

Mention any relevant achievements, such as awards or recognition in the cannabis industry or related fields.

### Licenses + Certifications

List any licenses or certifications relevant to the industry (i.e. budtender certification or pesticide applicator license). Green Flower alumni and graduates, and Ganjier Cannabis Sommelier Certification Program certification holders can include eye-catching certification badges, too.

### Professional associations/achievements

Include any memberships in cannabis industry associations or organizations.

### References

Optionally, include references who can speak to your qualifications and work ethic.



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## Finding the right job for you

### → Plant-touching or ancillary companies – a comparison

ASPECT	PLANT-TOUCHING COMPANY	ANCILLARY COMPANY
<b>Cultivation</b>	Full-growth plant cycle care, harvesting, maintaining facility, curing, packaging	Provides plant nutrients, packaging materials, soils, labor staffing to grow operations
<b>Processing</b>	Extraction of cannabinoids, production of edibles / vapes / prerolls, packaging	Provides packaging + vape devices, distributes products through transport
<b>Retail</b>	Working with consumers in-store, online, or via delivery to find the right product	Point-of-sale services, payment processing, in-store video displays, cannabis accessories
<b>Marketing</b>	Managing social media internally, product photography, corporate or independent	Loyalty program service providers, influencers, recruitment marketing
<b>Technology</b>	Grow automation, strain breeding, medical research	Inventory software, recruiting, SEO, e-commerce

### → Understanding the 3 vertical lanes of plant-touching roles

#### Cultivation

Growing, harvesting, and packaging of cannabis plants

#### Processing

Extracting cannabinoids from plants or manufacturing them into a wide range of products

#### Retail

Selling cannabis directly to end user and educating the consumer base

### → Entry level or management opportunities

#### ENTRY-LEVEL OPPORTUNITIES

**Budtender** – assists customers in dispensaries

**Trimmer** – trims cannabis plants post-harvest

**Packaging Associate** – packages products for sale

**Cultivation Technician** – provides plant care and maintenance

**Extraction Technician Assistant** – supports extraction processes

**Delivery Driver** – transport cannabis products to consumers or retail locations

#### MANAGEMENT OPPORTUNITIES

**Dispensary Manager** – oversees dispensary operations

**Cultivation Manager** – cultivation operations and staff

**Extraction Lab Manager** – extraction processes and personnel

**Wholesale Sales Manager** – sells cannabis products to retail licenses

**Production Manager** – manufacturing and processing operations

**Compliance Manager** – ensures regulatory compliance in all aspects of operations

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## Preparing for an interview

Job interviews can be stressful. By mastering interview etiquette, preparing effectively, tackling common questions, and delivering strong responses, you'll boost your confidence and increase your chances of landing the job you want.

- Arrive 10-15 minutes early; punctuality is key.
- Silence your cell phone to minimize distractions.
- Dress professionally according to the company's culture.
- Treat everyone with respect, from the receptionist to the interviewer.
- Maintain good posture, eye contact, and a friendly demeanor.
- Speak clearly and confidently, avoiding mumbling or speaking too fast.
- Prepare questions to ask at the end of the interview.
- Avoid consuming anything during the interview.

## Responding to common interview questions

Effectively answering interview questions requires preparation, confidence, and clear communication. Start by carefully researching the company and the job role to understand their needs and culture. Practice answering common interview questions, focusing on providing specific examples that demonstrate your skills and experiences. Consider using the STAR method (Situation, Task, Action, Result) to provide context and showcase your abilities. Listen carefully to questions, take a moment to gather your thoughts, then respond thoughtfully and concisely. Be honest and authentic, and use positive language to highlight your strengths and accomplishments. Finally, ask insightful questions to demonstrate your interest and engage with the interviewer. With practice and preparation, you can impress employers and effectively navigate any interview.

## Transitioning from another industry

*As a new and emerging industry, cannabis companies navigating this new landscape are often building their brands as they fly. While this can mean there is a lot of turbulence as employers of choice establish themselves in each market, it also provides a thriving growth environment for individuals to help shape and define the industry for the future.*

### **Research the industry**

Familiarize yourself with the cannabis industry, its regulations, emerging markets, and industry leaders

### **Highlight relevant skills**

Emphasize your transferable skills from previous experience (e.g. customer service, compliance, and physical labor)

### **Get educated**

Job seekers with cannabis education and/or certifications stand out. Showcase your knowledge, credentials, and commitment

### **Tailor your resume**

Carefully consider and highlight your relevant industry experience and skills

### **Network**

Expand your industry network by attending industry events, joining cannabis-related groups or associations, and connecting with industry professionals

### **Be flexible**

Starting in a different role or lower level may help you to excel in the cannabis industry.

### **Stay informed**

To demonstrate your interest and knowledge during interviews, stay up-to-date with industry news and development

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## Transitioning between cannabis companies

### Maintaining relationships in a small industry

The world is small and the cannabis industry is even smaller. It is easy to burn bridges and stunt your growth in your cannabis journey. Always attempt to leave an employer on good terms and be considered “rehirable”, your reputation will follow you.

### Fresh start mentality do's + don'ts

- DO** Keep an open mind, share knowledge, understand there is always more to learn
- DON'T** Constantly refer to how you did things at a previous employer, or avoid speaking knowledgeably about cannabis

### Same industry, new culture

The same cannabis seed can grow into an entirely different plant given differentiating soil, water, and temperature. This applies to your growth in cannabis as well. One cultivation's techniques, habits, and culture may be a completely different experience than another within the same market. Absorb all of the information and focus on the positives of your new employer instead of reviewing the negatives of a previous employer.

*“Success is where preparation and opportunity meet.” – Bobby Unser, Champion Racer*

## Leveling up inside a company

To prepare for career advancement in the cannabis industry, focus on education, networking, and gaining relevant experience. Consider obtaining certifications in areas like cultivation, extraction, or compliance to enhance your skills. Network with industry professionals, attend events, and join professional groups to build relationships and stay informed about opportunities. Gain hands-on experience in different aspects of the industry to broaden your skill set and understanding. Stay informed about industry trends and regulations to demonstrate your knowledge and commitment. Develop leadership skills by taking on projects or roles that showcase your ability to lead and manage teams effectively. Highlight your cannabis experience and skills on your resume, and seek mentorship from industry professionals to guide you in your career growth.

Our education partners at [Green Flower](#) and [Ganjiier](#) offer effective pathways for accelerating your value in the job market.

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*The info and resources included in this career overview are intended to support your growth and successes in your cannabis career. If you have any questions be sure to check back on [CareersinCannabis.com](#) for new trends, growing markets, and industry best practices.*

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