

CANNABIS CAREER GUIDE

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Where to find and apply to cannabis jobs

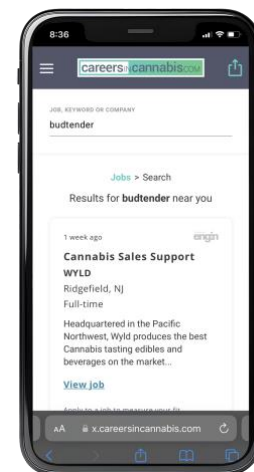
Visit the [Careers in Cannabis](https://careersincannabis.com) website, the nation's largest and most impactful job board to find and apply to cannabis jobs.

To look for a specific type of job, 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 resources include the FitScore™ job matching tool, an 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.

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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. [State of Cannabis](#) salary guide by engen sciences is a valuable 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

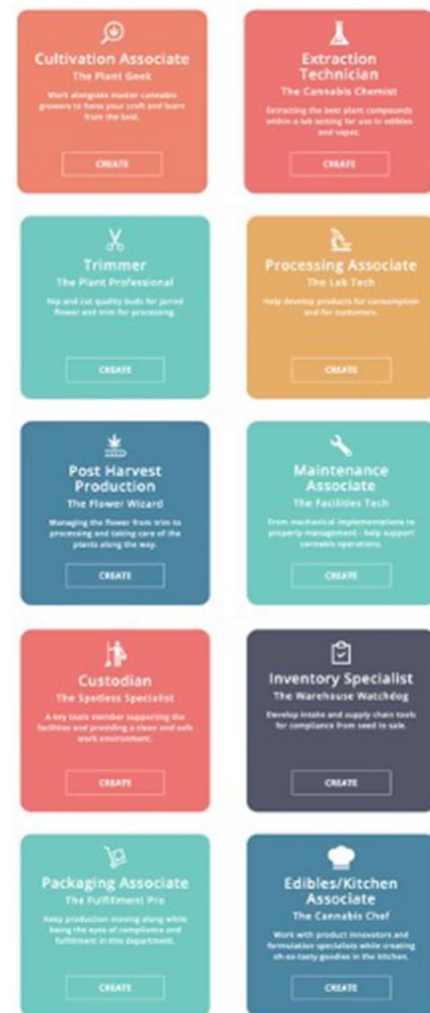
Conducts tests and experiments on cannabis products for quality control and regulatory compliance

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: Roles and job titles may vary. Always read the job description and requirements to get an understanding as to if a job reads 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 city, state and zip.

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.



Create your free [CareersinCannabis](#) resume in minutes—and stand out.

Consider cannabis education options and certifications. Many nationwide educational institutions offer certifications that will make your resume stand out.

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).

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
Cultivation	Full-growth plant cycle care, harvesting, maintaining facility, curing, packaging	Provides plant nutrients, packaging materials, soils, labor staffing to grow operations
Processing	Extraction of cannabinoids, production of edibles / vapes / prerolls, packaging	Provides packaging + vape devices, distributes products through transport
Retail	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
Marketing	Managing social media internally, product photography, corporate or independent	Loyalty program service providers, influencers, recruitment marketing
Tech	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.

GENERAL INTERVIEW TIPS

- **Treat everyone with respect, from the receptionist to the interviewer.**
- **Speak clearly + confidently. Avoid mumbling or speaking too fast.**
- **Prepare thoughtful questions to ask at the end of the interview.**

LIVE

- Arrive 10-15 minutes early; punctuality is key.
- Silence your cell phone to minimize distractions.
- Dress professionally according to the company's culture.
- Maintain good posture, eye contact + a friendly demeanor.
- Avoid consuming anything during the interview.

ONLINE

- Test your tech in advance (camera, mic, internet)
- Choose a clean, professional background with good lighting.
- Minimize distractions by silencing your phone + notifications.
- Look at the camera, keep eye contact + be engaged.
- Keep a notepad handy to jot down key points or questions.

Responding to common interview questions

Answering interview questions effectively 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. 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 an emerging industry, cannabis companies must be adaptive in building their company and brand. Although this can mean rapid changes as employers-of-choice establish themselves in their respective 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

Showcase your knowledge, credentials, and commitment; cannabis education and/or certifications stand out

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

Even as it grows, the cannabis industry remains a close-knit ecosystem. Beware of burning bridges that could 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 misrepresent your actual cannabis knowledge

Same industry, evolving careers

A cannabis seed can grow into an entirely different plant given differentiating soil, water, and temperature. This applies to your career growth as well. One cultivator’s techniques, habits, and culture may be a completely different experience than another —within the same market. Absorb info and focus on the positives of your new employer, and only consider previous employers’ negatives as valuable insights.

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

Leveling up inside a company

Prepare for career advancement. Focus on education, networking, and gaining relevant experience.

Enhance your skills by obtaining certifications in areas like cultivation, extraction, or compliance.

Network with industry professionals, attend events, and join professional groups. 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.

Highlight your cannabis experience and skills on your resume, and seek mentorship from industry professionals to guide you in your career growth.

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](https://careersincannabis.com) for new trends, growing markets, and industry best practices.

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