



## Vice President of Cultivation and Operations

Qualterra, Inc. is seeking a **Vice President of Cultivation** to lead our plant production lab and greenhouse facilities

### Overview

The world is in a dire situation. By 2050, there will be 10 billion people on the planet to feed with less farmland available than ever before. We need to develop solutions that maximize agricultural productivity while capturing carbon and regenerating soils. Qualterra is on the frontlines of delivering such solutions.

As we approach our next level of company growth, we are looking for passionate teammates that bring experience and insights to help us drive the agricultural and sustainability transformations we seek.

If this is you, please consider applying today.

**Overview of Key Responsibilities:** The overarching responsibility will be to oversee the planning and execution of plant production from micropropagation (tissue culture) to controlled environment production to greenhouse production to customer delivery including highest level of quality control to produce true to type and disease-free plant materials.

Assume primary responsibility for the development of plant production leaders, mentoring them to provide timely reporting and developing plant production schedules. Assume responsibility for the identification, testing, development and integration of new technologies and process improvements into the production environment

Contribute to the long-term vision for both physical facilities and work processes that ensure future capabilities are aligned with our growth aspirations. Develop and manage spending and budgets, including identifying and providing justification for all desired capital items.

The VP of Cultivation and Operations will report to the Chief Science Officer. This role will also be expected to have strong working relationships with the CEO, VP of Sales, and VP of Biomass Processing.

The VP of Cultivation and Operations is responsible to analyze and develop action plans to identify production and cost efficiencies. Other responsibilities include helping develop cultivation budgets with the CEO and CSO; reporting on cultivation budget actual vs. budget; forecasting production yields; oversee recruiting and hiring appropriately to ensure operation is



always staffed per the budget; effectively manage the operation at production and greenhouse facilities; always ensuring consistency and compliance; and ensure the individual skills of the team are utilized effectively; implementing operational processes, ensuring compliance with regulations, and maximizing successful harvests of the most commercially desirable varieties of plants and trees.

The VP of Cultivation and Operations will be accountable for overseeing cultivation operations including development of new genetic varieties, nursery propagation and harvesting and curing of flower during multiple production cycles annually.

This position will report directly to and work closely with CEO and COO on forecasting production yields, implementing operational processes, ensuring compliance with regulations, and maximizing successful harvests of the most commercially desirable varieties.

#### **Duties**

- Maintain a constant, in person leadership and support presence in the cultivation facilities
- Work closely with executive team to develop goals for genetics, propagation, and cultivation
- Lead the design and implementation of new, innovative solutions to streamline production processes and improve plant quality
- Collaborate with production scientists and technicians to identify gaps in the work processes and utilize scientific and planning expertise to make suggestions that enhance knowledge flow across functional groups and sites.
- Assemble and manage genetic, propagation and cultivation teams to successfully manage 4 propagation areas: Orchard, Hops, Grapes, and Berry's
- Responsible for updating and improving SOPs to continually gain efficiency in production and remain in compliance with changing regulations
- Responsible for monitoring and controlling actual vs. budget performance on a weekly basis, reacting to unfavorable events by providing solutions
- Successfully design and implement data-capturing and reporting processes to accurately convey cultivation operations performance to executive team
- Maintain a strong focus on improvement of quality, scale, and efficiency of operations
- Source and implement equipment and technology solutions to improve operational efficiency and data analysis



- Develop a genetics program that identifies best phenotypes for reproduction based on quality of genetics and market desirability
- Communicate effectively with wholesale sales team to convey up-to-date stock for sale and projections for availability of stock currently in production while staying apprised of market conditions
- Excellent organizational, reporting and leadership abilities
- Successful history of building teams of various experience levels
- Willing to navigate between strategy and operational execution - must be willing to roll up your sleeves and get in the weeds
- Project management and implementation skills
- Basic analytical skills and experience defining and reporting on performance metrics and process improvement
- Ability to directly perform data analysis to clearly report the status of the facilities and create operational recommendations
- Flexibility, adaptability, and a relentlessly positive attitude
- Experience working within strict regulations and compliance preferred
- Ability to travel frequently to any state we operate in on a continual and consistent basis
- Ability to manage lab and greenhouse facilities
- Ability to manage remote employees
- Basic working knowledge of Microsoft Word, Excel, Power Point, Outlook, and Google Docs
- Approximately 25% travel per month, with 6 overnight stays on average

**Qualifications:**

Ph.D. degree in Horticulture, Plant Sciences or a relevant field or a M.S. degree with 7 years of work experience in the area of plant production

Experience in plant micropropagation (Tissue Culture) and greenhouse management and prior experience with people leadership is required

Project Management and excellent written and verbal communication skills

Ability to work independently and as part of a team, meet deadlines, pay rigorous attention to detail, and fully embrace safety and regulatory compliance guidelines is required



Demonstrated problem-solving skills and ability to continually improve processes and implement change is essential

A knowledge of daily operations related to controlled environments including but not limited to, lighting, heating, cooling, humidification, irrigation, GH software operation, and Integrated Pest Management required.

Work is performed in a normal warehouse environment with exposure to outdoor temperatures. The employee's working conditions are moderately noisy. Primary functions require sufficient physical ability and mobility to work in an office and setting; to stand or sit for prolonged periods of time, to occasionally stoop, bend, kneel, crouch, reach, and twist; to lift, carry, push, and/or pull light to moderate amounts of weight; to operate office equipment requiring repetitive hand movement and fine coordination including use of a computer keyboard; to speak and hear; to travel to other locations using various modes of private and commercial transportation; to verbally communicate to exchange information. While performing the essential functions of this job the employee is occasionally required to lift and/or move up to 50 pounds.