

2022

CANNABIS
INDUSTRY
SALARY
GUIDE

BALTIMORE • SAN DIEGO • DALLAS • DENVER • PHOENIX • PORTLAND



CannabizTeam
WORLDWIDE

A Quick Note

The cannabis industry came through 2021 remarkably strong despite enduring some significant growing pains over the past twelve months. I believe 2021 will be remembered as the year when the strongest cannabis companies increased their market position, solidified their brands, and expanded their multi-state operations. Conversely, companies lacking sufficient capital, quality management teams or strong internal controls struggled to compete.

The net result was a continued expansion of the cannabis industry with a record \$37 billion in global 2021 sales. In North America, our clients at CannabizTeam hired at record rates to expand operations in existing cannabis markets including Florida, Arizona, Illinois, Michigan, and California while preparing for the launch of adult-use cannabis in major new markets including New Jersey and Pennsylvania.

Our company expects 2022 will continue this remarkable growth phase for the industry and project over 100,000 new cannabis jobs will be added across the country this year. To help our clients and prospective job seekers make informed cannabis business and career decisions, CannabizTeam is excited to present this Fourth Edition of our U.S. National Salary Guide. We want to give a special thanks to our sponsors, Fisher Phillips and Benzinga, for their support in the release of our 2022 cannabis salary guide report.

The cannabis industry's future has never been brighter, and we look forward to our continued role in placing exceptional talent at the industry's leading cannabis businesses.

Sincerely,

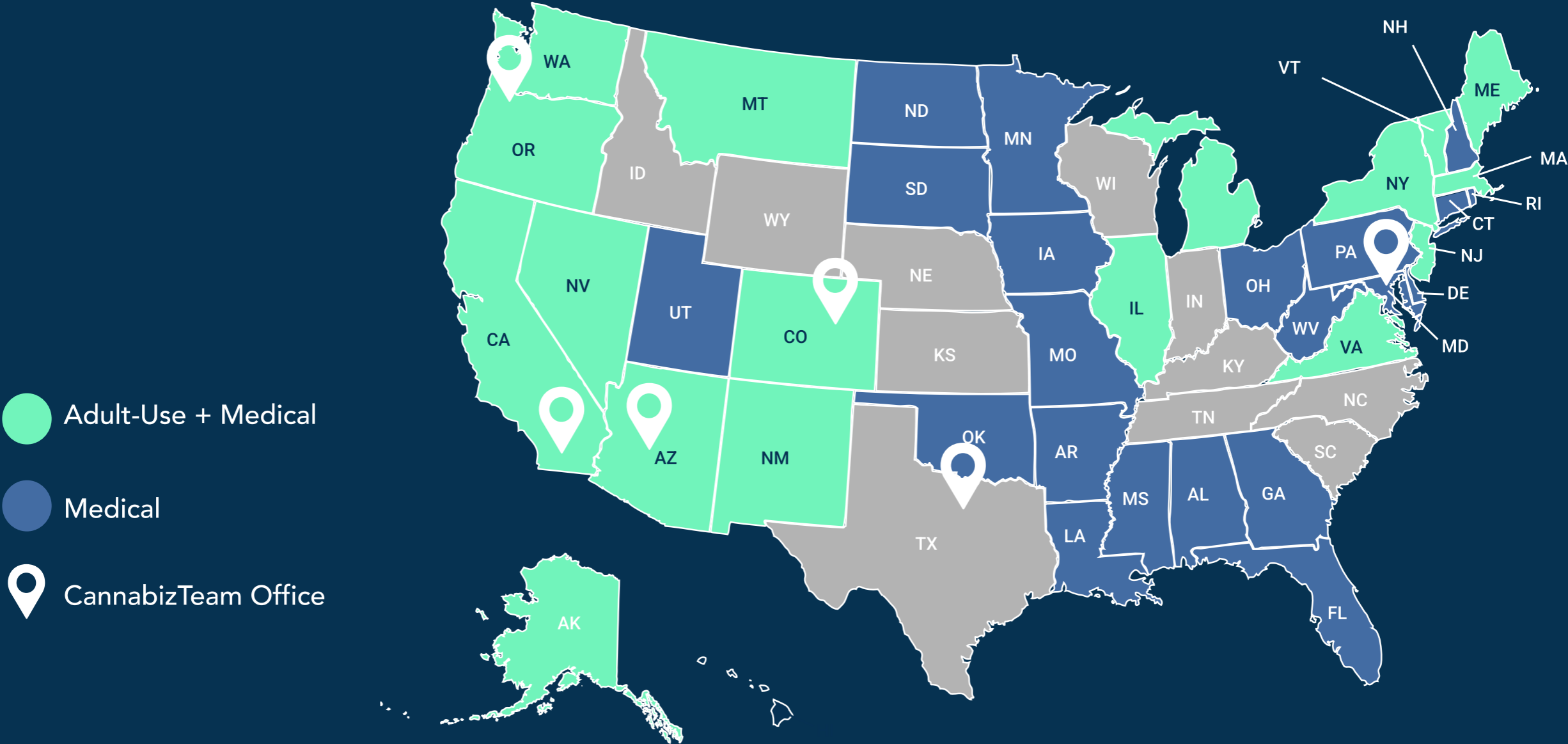


Liesl Bernard
Founder & CEO of CannabizTeam



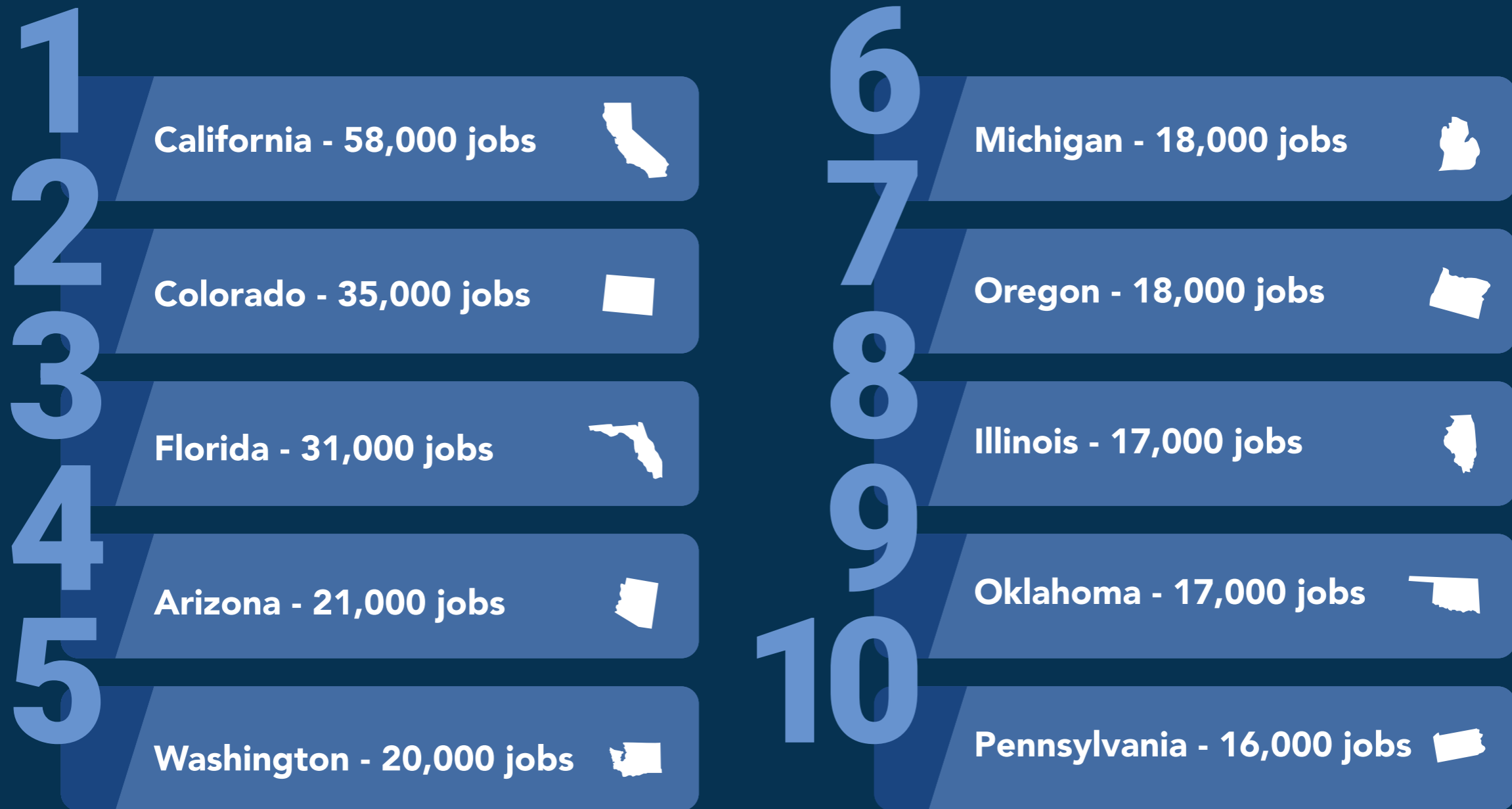
CannabizTeam founder and CEO Liesl Bernard brings more than 20 years of experience in global executive search and staffing to the cannabis space. Founded in 2016, CannabizTeam works with hundreds of cannabis companies across all aspects of the industry, placing more than 1,000 people per year across North America and Europe.

Cannabis Legalization



As of January 2022, adult-use cannabis is legal in 18 states and D.C. and medical cannabis is legal in 37 states.

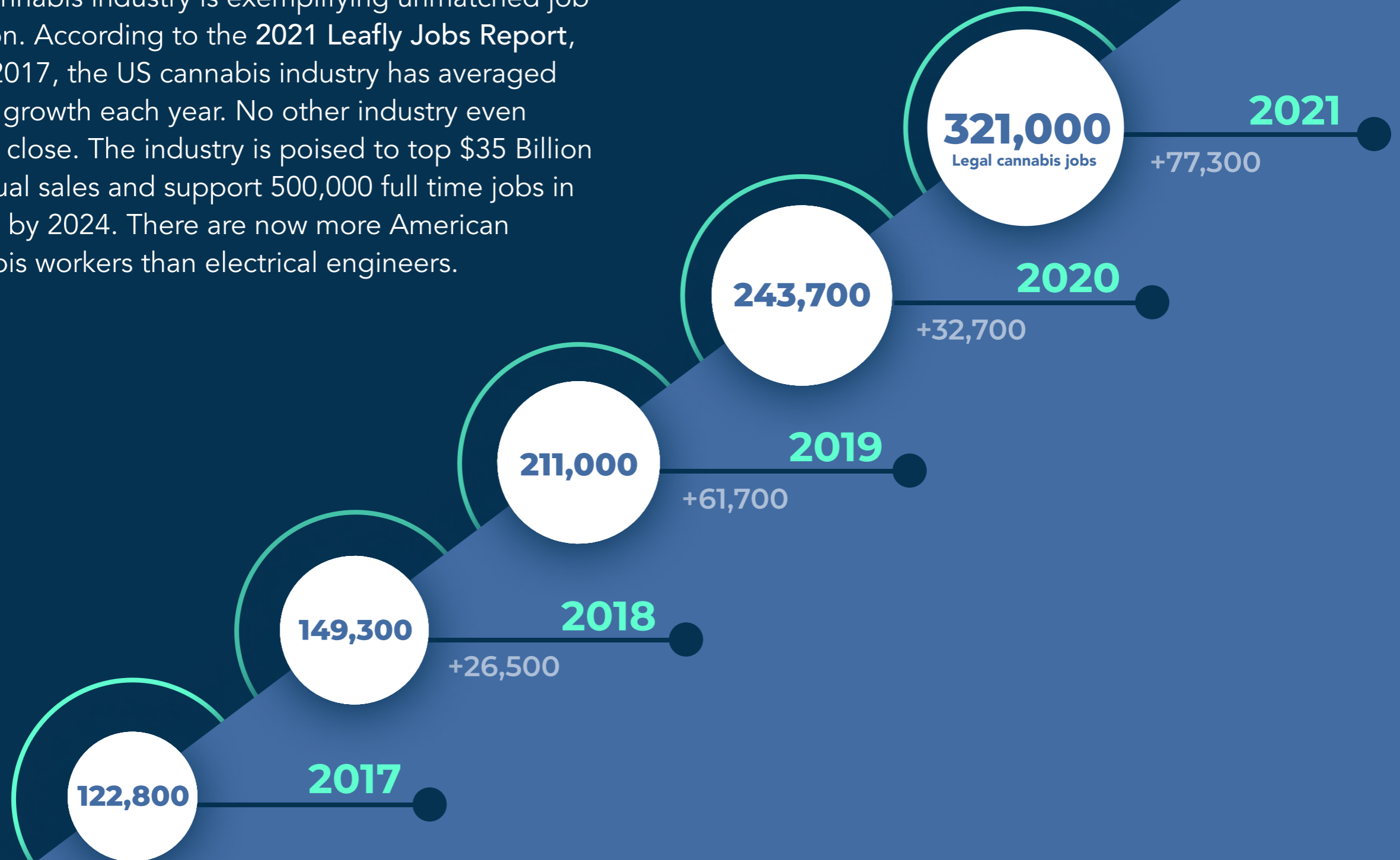
Cannabis Jobs - Top 10 States



Data collected from Leafly Report

Explosive Industry Growth

The cannabis industry is exemplifying unmatched job creation. According to the 2021 Leafly Jobs Report, since 2017, the US cannabis industry has averaged 27.5% growth each year. No other industry even comes close. The industry is poised to top \$35 Billion in annual sales and support 500,000 full time jobs in the US by 2024. There are now more American cannabis workers than electrical engineers.



Hot Jobs

Direct Hire

Chief Financial Officer

Chief Revenue Officer

Cultivation Manager

Director of Extraction

Director of Operations

Dispensary Manager

Product Development
Director

Brand Manager

On Demand/Temp

HR Generalist

Accounting Specialist

Cultivation Associate

Post Harvest Technician

Packaging Technician

Manufacturing Technician

Industry Hiring Trends

With rising consumer demand for edibles, cannabis beverages and topicals, companies have substantially increased hiring of **extraction, manufacturing and testing talent.**

The costs of acquiring and keeping quality team members keeps rising fueled by competition for available talent and nationwide salary inflation. Cannabis salaries rose **4%** on average in 2021 with compensation for senior executives rising as much as **10%**.

Companies are increasingly turning to temporary or "on-demand" workers to fill short term and mid-term needs in **cultivation, extraction, manufacturing, distribution, and retail.**

MSOs have sweetened compensation packages for talent in highest demand to include more **performance-based bonuses, retirement packages and expanded benefits.**

Our Methodology

The salary ranges in the 2022 CannabizTeam National Salary Guide Report are based on CannabizTeam proprietary salary data, salary surveys, and independent research from trusted sources through the end of Q4 2021. The actual cannabis industry salaries for each position will vary by several factors, including job location, company size, and years of candidate experience. To customize this compensation data for your location, please increase or decrease the national salary numbers listed in the following pages by the percentage for the city you are interested in.

AK Anchorage +28.4% Fairbanks +37.4%	AR Fayetteville -7.9% Little Rock -3.5%	AZ Phoenix +0.7% Tucson -3.5%	CA Los Angeles +36.4% Oakland +39.1%	CA Palm Springs +21.8% San Francisco +64%	CO Colorado Springs -7.2% Denver +3.2%	CT Hartford +21.8% Stamford +46.9%
DE Wilmington +5.2%	FL Fort Lauderdale +15.7% Miami-Dade Cnty. +6%	FL Sarasota +1.5% Tampa -7.6%	HI Honolulu +65.7%	IA Davenport -3.2% Des Moines -9.1%	IL Chicago +16.9% Quincy -4.5%	IL Springfield -14.2% Peoria -3.7%
MA Boston +32.5% Framingham +34.5%	MD Baltimore +19.4%	MI Detroit -0.6%	MN Minneapolis +11%	MO St. Louis -9.6%	MT Bozeman +2% Kalispell -1.2%	NV Henderson +1.86% Las Vegas +1.86%
NH Manchester +16.75%	NJ Newark +29.7% Princeton +29.7%	NM Albuquerque -4.05%	NY Buffalo -4.2% NYC +16.7%	NY Syracuse +1.5% Ithaca +2.83%	ND Bismarck-Mandan -4.7%	OH Akron +0.2% Cincinnati -6.2%
OK Oklahoma City -8.3% Tulsa -11.6%	OR Portland +11.3%	PA Philadelphia +26.5% Pittsburgh -8.5%	UT Salt Lake City +0.6%	VT Burlington-Chittenden Co +20.48%	WA Seattle +21.35%	D.C. Washington D.C. +40.1%

National Cannabis Industry Salaries

2021

2022

	POSITION	Low	High	Median	Low	High	Median	Median % Change
CULTIVATION	VP of Cultivation	\$137,000	\$281,300	\$ 209,150	\$140,000	\$335,000	\$ 237,500	8%
	Director of Cultivation	\$93,000	\$186,500	\$ 139,750	\$94,000	\$192,700	\$ 143,350	2%
	Agronomist	\$79,000	\$104,500	\$ 91,750	\$80,000	\$110,500	\$ 95,250	3%
	Plant Breeder	\$59,000	\$97,800	\$ 78,400	\$60,500	\$102,400	\$ 81,450	3%
	Integrated Pest Manager	\$61,500	\$79,500	\$ 70,500	\$61,800	\$85,600	\$ 73,700	4%
	Tissue Culture Manager	\$76,000	\$89,500	\$ 82,750	\$77,000	\$95,600	\$ 86,300	4%
	Tissue Culture Technician	\$55,000	\$76,800	\$ 65,900	\$55,400	\$87,600	\$ 71,500	6%
	Cultivation Technician	\$24,000	\$27,000	\$ 25,500	\$25,000	\$28,000	\$ 26,500	4%
	Trimmer	\$31,500	\$36,500	\$ 34,000	\$31,600	\$38,900	\$ 35,250	3%
EXTRACTION	Director of Extraction	\$89,500	\$171,000	\$ 130,250	\$90,500	\$187,900	\$ 139,200	5%
	Extraction Lab Manager	\$67,000	\$105,000	\$ 86,000	\$67,500	\$114,300	\$ 90,900	4%
	Extraction Lead	\$58,000	\$70,000	\$ 64,000	\$58,300	\$77,600	\$ 67,950	5%
	Extraction Technician	\$43,000	\$69,000	\$ 56,000	\$43,400	\$73,500	\$ 58,450	3%
TESTING	Chief Scientific Officer	\$165,000	\$252,300	\$ 208,650	\$175,000	\$295,000	\$ 235,000	9%
	Testing Laboratory Manager	\$115,000	\$144,500	\$ 129,750	\$115,400	\$165,000	\$ 140,200	6%
	Analytical Chemist	\$63,000	\$92,700	\$ 77,850	\$63,389	\$97,600	\$ 80,495	3%
	Microbiologist	\$67,500	\$87,500	\$ 77,500	\$68,300	\$91,300	\$ 79,800	3%

National Cannabis Industry Salaries

2021

2022

		2021			2022			Median % Change
	POSITION	Low	High	Median	Low	High	Median	
MANUFACTURING	VP of Operations	\$137,800	\$251,200	\$ 194,500	\$138,900	\$287,500	\$ 213,200	7%
	Director of Operations	\$105,000	\$150,000	\$ 127,500	\$107,600	\$158,900	\$ 133,250	4%
	Production Manager	\$72,000	\$96,500	\$ 84,250	\$73,000	\$102,300	\$ 87,650	3%
	Warehouse Technician	\$59,000	\$74,500	\$ 66,750	\$61,400	\$76,500	\$ 68,950	3%
	Supply Chain Manager	\$116,500	\$173,400	\$ 144,950	\$117,600	\$189,600	\$ 153,600	5%
	Packaging Manager	\$46,500	\$65,000	\$ 55,750	\$47,800	\$68,900	\$ 58,350	4%
	VP of Product Development	\$115,000	\$225,000	\$ 170,000	\$151,000	\$234,500	\$ 192,750	10%
DISTRIBUTION	Director of Distribution	\$93,500	\$145,700	\$ 119,600	\$95,800	\$153,400	\$ 124,600	3%
	Dispatch Manager	\$56,500	\$79,500	\$ 68,000	\$57,600	\$84,500	\$ 71,050	4%
	Delivery Manager	\$67,600	\$77,600	\$ 72,600	\$69,800	\$81,300	\$ 75,550	4%
	Driver	\$40,700	\$54,300	\$ 47,500	\$41,300	\$57,800	\$ 49,550	4%
RETAIL	VP of Retail - multi state	\$162,000	\$252,000	\$ 207,000	\$165,000	\$266,580	\$ 215,790	3%
	Director of Retail - multi state	\$116,000	\$161,400	\$ 138,700	\$117,000	\$169,500	\$ 143,250	3%
	Director of Merchandising	\$96,000	\$189,000	\$ 142,500	\$98,500	\$196,500	\$ 147,500	3%
	Area General Manager	\$85,000	\$120,000	\$ 102,500	\$86,500	\$127,500	\$ 107,000	4%
	Dispensary Manager	\$76,500	\$103,800	\$ 90,150	\$77,400	\$110,400	\$ 93,900	3%
	Assistant Dispensary Manager	\$57,100	\$79,500	\$ 68,300	\$59,700	\$83,400	\$ 71,550	4%

National Cannabis Industry Salaries

2021

2022

	POSITION	Low	High	Median	Low	High	Median	Median % Change
	Budtender	\$35,300	\$43,200	\$ 39,250	\$36,300	\$46,700	\$ 41,500	5%
SALES	Chief Revenue Officer	\$152,000	\$241,400	\$ 196,700	\$161,500	\$282,500	\$ 222,000	9%
	VP of Sales	\$114,000	\$190,600	\$ 152,300	\$116,500	\$201,400	\$ 158,950	3%
	Director of Sales	\$95,300	\$161,200	\$ 128,250	\$96,500	\$171,300	\$ 133,900	3%
	Area Sales Manager	\$75,000	\$123,800	\$ 99,400	\$76,400	\$129,800	\$ 103,100	3%
	Territory Sales Manager	\$66,000	\$91,200	\$ 78,600	\$74,300	\$95,800	\$ 85,050	7%
	Sales Representative	\$52,800	\$71,500	\$ 62,150	\$54,300	\$74,500	\$ 64,400	3%
	Brand Ambassador	\$39,600	\$48,000	\$ 43,800	\$41,600	\$52,000	\$ 46,800	6%
MARKETING	Chief Marketing Officer	\$155,300	\$210,400	\$ 182,850	\$165,000	\$252,500	\$ 208,750	10%
	VP of Marketing	\$121,300	\$204,500	\$ 162,900	\$121,500	\$215,600	\$ 168,550	3%
	Director of Marketing	\$96,500	\$144,600	\$ 120,550	\$97,300	\$154,300	\$ 125,800	3%
	Brand Manager	\$66,400	\$127,500	\$ 96,950	\$67,700	\$135,900	\$ 101,800	4%
	Event Manager	\$59,700	\$80,300	\$ 70,000	\$61,200	\$82,100	\$ 71,650	2%
	Digital Marketing Manager	\$69,700	\$92,800	\$ 81,250	\$69,800	\$101,400	\$ 85,600	4%
	E-commerce Manager	\$114,500	\$179,200	\$ 146,850	\$116,500	\$193,600	\$ 155,050	4%
	Social Media Manager	\$64,300	\$94,900	\$ 79,600	\$67,300	\$97,800	\$ 82,550	3%
ACCOUNTING & FINANCE	Chief Financial Officer	\$262,000	\$435,000	\$ 348,500	\$262,000	\$465,000	\$ 363,500	3%

National Cannabis Industry Salaries

2021

2022

POSITION	2021			2022			Median % Change
	Low	High	Median	Low	High	Median	
Corporate Controller	\$106,500	\$162,700	\$ 134,600	\$120,400	\$170,300	\$ 145,350	6%
Division Controller	\$95,000	\$140,000	\$ 117,500	\$96,500	\$149,700	\$ 123,100	4%
Director of Finance	\$112,500	\$193,800	\$ 153,150	\$113,200	\$205,300	\$ 159,250	3%
Accounting Manager	\$88,900	\$137,400	\$ 113,150	\$89,200	\$145,600	\$ 117,400	3%
Financial Analyst	\$71,000	\$109,800	\$ 93,400	\$73,500	\$116,900	\$ 95,200	2%
Staff Accountant	\$65,000	\$76,500	\$ 70,750	\$66,700	\$81,400	\$ 74,050	4%
Accounts Payable Clerk	\$45,800	\$58,500	\$ 52,150	\$52,000	\$60,000	\$ 56,000	6%
Accounts Receivable Clerk	\$46,000	\$59,800	\$ 52,900	\$48,900	\$62,000	\$ 55,450	4%
ADMINISTRATION, LEGAL, HR & COMPLIANCE							
Chief Executive Officer	\$229,000	\$471,600	\$ 350,300	\$231,600	\$523,500	\$ 377,550	5%
Chief Operations Officer	\$193,400	\$320,800	\$ 257,100	\$210,100	\$354,000	\$ 282,050	7%
General Counsel	\$131,400	\$237,500	\$ 184,450	\$154,300	\$252,100	\$ 203,200	7%
VP of Compliance	\$124,500	\$183,400	\$ 153,950	\$127,600	\$200,140	\$ 163,870	5%
Director of Compliance	\$113,400	\$165,600	\$ 139,500	\$115,400	\$182,400	\$ 148,900	5%
Compliance Manager	\$73,200	\$151,100	\$ 112,150	\$83,400	\$157,400	\$ 120,400	5%
Legal Assistant	\$63,400	\$87,900	\$ 75,650	\$65,000	\$94,500	\$ 79,750	4%
VP of Human Resources	\$150,300	\$215,600	\$ 182,950	\$155,400	\$245,000	\$ 200,200	7%
Director of Human Resources	\$76,400	\$106,500	\$ 91,450	\$81,500	\$115,600	\$ 98,550	6%

National Cannabis Industry Salaries

POSITION	2021			2022			Median % Change
	Low	High	Median	Low	High	Median	
Human Resource Manager	\$70,000	\$85,500	\$ 77,750	\$75,000	\$90,000	\$ 82,500	5%
Human Resource Generalist	\$55,000	\$75,000	\$ 65,000	\$60,000	\$80,000	\$ 70,000	6%
VP of Technology	\$183,400	\$267,400	\$ 225,400	\$195,600	\$295,700	\$ 245,650	7%

About the Team

CannabizTeam Worldwide is the world's premier Executive Search and Staffing firm focused exclusively on the cannabis industry. Founded by internationally acclaimed executive recruiter Liesl Bernard in 2016 to fill a massive need for quality talent in the cannabis industry, our **CannabizTeam Direct** and **CannabizTeam On-Demand** divisions have staffing offices in Baltimore, Chicago, Dallas, Denver, Portland, Phoenix and San Diego.

- **CannabizTeam Direct** places exceptional full-time talent in all cannabis verticals, including Cultivation, Extraction, Testing, Manufacturing, Retail, Compliance, and C-suite roles.
- **CannabizTeam On-Demand** makes hiring temporary staff and consultants fast and easy: we handle all background checks, payroll, workers' compensation, and administrative costs so our clients can focus on growing their businesses.

For more information regarding **CannabizTeam Worldwide**, please visit our company website www.cannabizteam.com.

What Others Are Saying

"Since partnering with the phenomenal CannabizTeam earlier this year, they have been the most dedicated recruiting partner we could ask for. They are caring, thorough, and go the extra mile to find us the candidates we are looking for and they do it with great patience and a smile. We are so happy to have found CannabizTeam and we look forward to the continued partnership." - **Jushi**

"The position for which we solicited your help was a difficult one to fill for a variety of reasons. In a very short time, you returned to us with a candidate who had a skill set beyond our requirements who was located locally so we weren't burdened with the cost of relocation." - **Leef Organics**

"We engaged CannabizTeam to help TerrAscend find a CFO and three other executive-level roles in the US and Canada in the last 12 months and have been highly satisfied with their search capabilities and customer service. We are very pleased with the candidates we chose to hire as they were not only qualified technically but they are also a great fit with our company's culture. I can highly recommend using CannabizTeam for any key searches in the industry." - **TerrAscend**

"My company needed some temps for a big production project, and CannabizTemp was immediately on the case. They were accommodating to our schedule as our needs progressively ramped up, essentially providing the help we needed on demand. They were always upbeat and super responsive throughout the entire process. It was a pleasure to work with them, and we will definitely turn to them again for future staffing needs!" - **Jetty Extracts**

"CannabizTeam has been working on roles for us, ranging from temps to direct hire, and the quality never falters! From cannabis-specific positions, which can be a needle in the haystack to find experienced individuals, to your everyday business personnel, CannabizTeam has all other agencies beat!" - **Kiva Confections**

"I want to thank you and your team for working with us and collaborating to make True North Collective MI's outdoor grow not just an idea, but a reality. CannabizTemp has been amazing to work with." - **True North Collective**

The Leading Labor and Employment Law Firm in Cannabis

Fisher Phillips is proud of its partnership with [CannabizTeam Worldwide](#) and we look forward to continuing to provide their clients with practical advice and counsel for any workplace legal issues that may arise. Members of Fisher Phillips Cannabis Team have a strong and collective understanding of cannabis culture, its history, and the diverse fields of the cannabis industry. Drawing on our understanding of complex labor and employment issues, our team of attorneys frequently assist cannabis clients on all types of labor & employment law issues specific to the cannabis industry, which include:

- Labor and employment compliance
- Litigation defense overall employment aspects
- Labor Peace Agreement compliance, and collective bargaining with unions
- Legal guidance to start-up companies

For more information, please visit www.fisherphillips.com



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With more than 450 attorneys in 36 offices across the United States, Fisher Phillips' technology-driven approach, commitment to diversity and inclusion, and ability to serve as trusted business advisors enable us to provide innovative solutions to employers' most challenging labor and employment matters.

The Premier Cannabis Networking & Investing Event

Benzinga's Cannabis Capital Conferences are the premier gatherings of cannabis investors and entrepreneurs across the globe. Enjoy exclusive opportunities for curated networking, access to private deal flow, and hear directly from the executives of top-performing cannabis companies.

At these events, you can join thousands of cannabis investors, traders, and entrepreneurs who are leading the way for growth and innovation in the cannabis industry.

Join the next Benzinga Cannabis Capital Conference, the biggest yet, in Miami, on April 20 and April 21. Visit BZCannabis.com for more info.

Weekly Shows

To keep these conversations going year-round, Benzinga launched the "Benzinga Cannabis Hour" and "Benzinga Cannabis Insider" shows. Every week, they bring together professionals from a broad spectrum of expertise across the cannabis industry to discuss the current state of the market. Tune in every Tuesday and Thursday at 4:30 pm ET on Benzinga's YouTube channel.

Bilingual News

Want more frequent updates on everything that's going on in the cannabis world? Visit Benzinga.com/cannabis for the latest news on cannabis, hemp, CBD, and psychedelics.

And check out your news in Spanish on ElPlanteo.com.

Our global news desk covers industry updates across the world and offers exclusive interviews with top cannabis executives.

