



Director of Cannabis Management Services

The Position and Ideal Candidate

The new Director of Cannabis Management Services will join a premier company at a time of excitement and expansion in a field that is growing in importance across the United States. The new leader will have the opportunity to help push the company's expansion in the industry and help to shape municipal cannabis policies nationwide as well as leading a close-knit team of dedicated professionals. This role will report directly to the President/CEO and will be responsible for directing all aspects of the company's Cannabis Management Services team. The director will be a seasoned municipal leader, with strong presentation skills and a team-oriented management style.



Cannabis issues are growing in importance across the United States and its importance to municipal governments continues to gain in stature. This unique opportunity will allow a seasoned executive to help governments across the United States develop cannabis policies that help benefit local communities and provide valuable tax revenue for those agencies which desire to develop these programs. The new Director of Cannabis Management Services will oversee the full array of programs that include: Cannabis Consulting, Management Support Services, Application Process Implementation, Cost Recovery and Fiscal Analysis as well as Tax Administration.



The cannabis services team has worked extensively on these issues for local government institutions, developing an intimate understanding of the critical interactions needed between city staff, public officials, legal counsel, and other key stakeholders.

The ideal candidate will have a strong background in municipal government management and a high level of exposure to cannabis issues. The individual will have experience working with and presenting to City Councils and experience engaging with key community stakeholders in an effective manner. This position will also require an engaging personality with a high level of presentation skills, both written and oral. Additionally, it will be critical that this person be able to build effective relationships with municipalities and effectively market these services to ensure continued expansion of this aspect of the business.



The individual will join a highly collaborative company and will continue to foster a team culture. A management style that is focused on developing staff and fostering team collaboration as well as with the rest of the company will be absolutely essential. A leader who focuses on empowering staff instead of micromanaging is also an important skill for the new Director. A Bachelor's degree and a significant level of executive management experience in municipal government are required for this position. Previous experience overseeing cannabis issues in government is also required for this position.



needs and believe that delivering extraordinary service, inside and outside our organization, is key to our success. We passionately pursue excellence in everything we do. Foster relationships: We build lasting relationships based on trust with our teams and our clients. We value collaboration toward our common goals and inspire each other to improve and progress. Give generously: We give generously of our time and resources with our teammates, clients and communities. We impart information for best practices, encourage professional development and support charitable community organizations. Enjoy the journey: We enjoy our journey and enthusiastically celebrate our successes. We have fun and find fulfillment working with our colleagues and clients. Be authentic, grateful and humble: We are thankful for the success we have achieved individually and as a company and never take it for granted.



Company Vision & Values

The company's vision is to be a trusted partner to its clients and recognized by local governments, professional organizations, state agencies and elected officials for our expertise, professionalism, integrity and the overall excellence of our team.

CORE VALUES

Do the right thing: We always act in the best interests of our company and clients. We are respectful, have high integrity and are accountable for our actions. Deliver excellence in everything: We anticipate

Compensation and Benefits

The company is an employee stock ownership company (ESOP) offering competitive salaries, annual bonuses and excellent benefits; including paid time off, medical, dental, vision, life, short-term and long-term disability insurance, 401(k), and annual ESOP distributions. Base pay for this position is between \$150,000 and \$190,000 a year depending on qualifications.

The Process

If you are interested in pursuing this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, and contact information, including email addresses for five work-related references. (We will not contact references until after an initial interview takes place.)

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The final filing date for this recruitment is November 25, 2020.

If you have any questions regarding this position, please contact Bill Avery or Paul Kimura at 408.399.4424 or email: bill@averyassoc.net or paulk@averyassoc.net.