

# National Cannabis Industry Salaries

2022

2023

	POSITION	LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	MEDIAN % CHANGE
CULTIVATION	VP Of Cultivation	\$140,000	\$335,000	\$237,500	\$175,000	\$337,600	\$256,300	8%
	Director Of Cultivation	\$94,000	\$192,700	\$143,350	\$110,000	\$195,700	\$152,850	7%
	Cultivation Technician	\$25,000	\$28,000	\$26,500	\$25,900	\$29,000	\$27,450	4%
	Trimmer	\$31,600	\$38,900	\$35,250	\$32,700	\$39,700	\$36,200	3%
	Agronomist	\$80,000	\$110,500	\$95,250	\$83,400	\$112,400	\$97,900	3%
	Plant Breeder	\$60,500	\$102,400	\$81,450	\$65,000	\$104,500	\$84,750	4%
	Integrated Pest Manager	\$61,800	\$85,600	\$73,700	\$64,000	\$87,600	\$75,800	3%
	Tissue Culture Manager	\$77,000	\$95,600	\$86,300	\$78,600	\$97,600	\$88,100	2%
	Tissue Culture Technician	\$55,400	\$87,600	\$71,500	\$59,800	\$88,900	\$74,350	4%
EXTRACTION	Director Of Extraction	\$90,500	\$187,900	\$139,200	\$98,000	\$188,900	\$143,450	3%
	Extraction Lab Manager	\$67,500	\$114,300	\$90,900	\$72,500	\$116,500	\$94,500	4%
	Extraction Technician	\$43,400	\$73,500	\$58,450	\$44,500	\$75,600	\$63,000	8%
	Extraction Lead	\$58,300	\$77,600	\$67,950	\$59,700	\$79,800	\$72,300	6%
TESTING	Chief Scientific Officer	\$175,000	\$295,000	\$235,000	\$181,300	\$297,100	\$239,200	2%
	Testing Laboratory Manager	\$115,400	\$165,000	\$140,200	\$120,800	\$169,800	\$145,300	4%
	Analytical Chemist	\$63,389	\$97,600	\$80,495	\$66,200	\$99,700	\$82,950	3%
	Microbiologist	\$68,300	\$91,300	\$79,800	\$70,100	\$97,600	\$83,850	5%

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	POSITION	LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	MEDIAN % CHANGE
MANUFACTURING	VP Of Operations	\$138,900	\$287,500	\$213,200	\$160,000	\$288,700	\$224,350	5%
	Director Of Operations	\$107,600	\$158,900	\$133,250	\$113,000	\$165,000	\$139,000	4%
	Production Manager	\$73,000	\$102,300	\$87,650	\$77,600	\$104,300	\$90,950	4%
	Warehouse Technician	\$61,400	\$76,500	\$68,950	\$63,000	\$78,200	\$70,600	2%
	Supply Chain Manager	\$117,600	\$189,600	\$153,600	\$127,500	\$191,200	\$159,350	4%
	Packaging Manager	\$47,800	\$68,900	\$58,350	\$49,900	\$71,300	\$60,600	4%
	VP Of Product Development	\$151,000	\$234,500	\$192,750	\$166,500	\$236,800	\$201,650	5%
DISTRIBUTION	Director Of Distribution	\$95,800	\$153,400	\$124,600	\$98,000	\$159,800	\$128,900	3%
	Dispatch Manager	\$57,600	\$84,500	\$71,050	\$59,800	\$86,600	\$73,200	3%
	Delivery Manager	\$69,800	\$81,300	\$75,550	\$73,400	\$82,000	\$77,700	3%
	Driver	\$41,300	\$57,800	\$49,550	\$43,500	\$58,500	\$51,000	3%
RETAIL	VP Of Retail - Multi State	\$165,000	\$266,580	\$215,790	\$182,500	\$269,900	\$226,200	5%
	Director Of Retail - Multi State	\$117,000	\$169,500	\$143,250	\$121,400	\$185,000	\$153,200	7%
	Director Of Merchandising	\$98,500	\$196,500	\$147,500	\$103,500	\$198,700	\$151,100	2%
	Area General Manager	\$86,500	\$127,500	\$107,000	\$88,500	\$137,000	\$112,750	5%
	Dispensary Manager	\$77,400	\$110,400	\$93,900	\$78,900	\$120,000	\$99,450	6%
	Assistant Dispensary Manager	\$59,700	\$83,400	\$71,550	\$62,300	\$87,600	\$74,950	5%
	Budtender	\$36,300	\$46,700	\$41,500	\$36,900	\$47,100	\$42,000	1%



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	POSITION	LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	MEDIAN % CHANGE
SALES	VP Of Sales	\$116,500	\$201,400	\$158,950	\$126,900	\$202,500	\$164,700	4%
	Director Of Sales	\$96,500	\$171,300	\$133,900	\$98,900	\$183,000	\$140,950	5%
	Area Sales Manager	\$76,400	\$129,800	\$103,100	\$83,400	\$131,400	\$107,400	4%
	Territory Sales Manager	\$74,300	\$95,800	\$85,050	\$75,100	\$97,800	\$86,450	2%
	Sales Representative	\$54,300	\$74,500	\$64,400	\$57,600	\$76,500	\$67,050	4%
MARKETING	Brand Ambassador	\$41,600	\$52,000	\$46,800	\$41,700	\$52,400	\$47,050	1%
	Chief Marketing Officer	\$165,000	\$252,500	\$208,750	\$177,800	\$263,000	\$220,400	6%
	VP Of Marketing	\$121,500	\$215,600	\$168,550	\$131,200	\$225,000	\$178,100	6%
	Director Of Marketing	\$97,300	\$154,300	\$125,800	\$99,800	\$164,300	\$132,050	5%
	Brand Manager	\$67,700	\$135,900	\$101,800	\$70,900	\$143,200	\$107,050	5%
	Event Manager	\$61,200	\$82,100	\$71,650	\$63,700	\$84,300	\$74,000	3%
	Digital Marketing Manager	\$69,800	\$101,400	\$85,600	\$77,600	\$103,400	\$90,500	6%
	E-Commerce Manager	\$116,500	\$193,600	\$155,050	\$131,200	\$199,900	\$165,550	7%
	Social Media Manager	\$67,300	\$97,800	\$82,550	\$70,300	\$103,400	\$86,850	5%
EXECUTIVE	Chief Executive Officer	\$231,600	\$523,500	\$377,550	\$254,900	\$549,800	\$402,350	7%
	Chief Operations Officer	\$210,100	\$354,000	\$282,050	\$221,600	\$376,700	\$299,150	6%
	VP Of Technology	\$195,600	\$295,700	\$245,650	\$197,600	\$340,000	\$268,800	9%

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	POSITION	LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	MEDIAN % CHANGE
ACCOUNTING & FINANCE	Chief Financial Officer	\$262,000	\$465,000	\$363,500	\$265,000	\$489,000	\$377,000	4%
	Corporate Controller	\$120,400	\$170,300	\$145,350	\$135,600	\$199,800	\$167,700	10%
	Division Controller	\$96,500	\$149,700	\$123,100	\$101,200	\$156,400	\$128,800	5%
	Director Of Finance	\$113,200	\$205,300	\$159,250	\$119,800	\$225,000	\$172,400	8%
	Accounting Manager	\$89,200	\$145,600	\$117,400	\$97,600	\$153,400	\$125,500	7%
	Financial Analyst	\$73,500	\$116,900	\$95,200	\$77,900	\$132,100	\$105,000	10%
	Staff Accountant	\$66,700	\$81,400	\$74,050	\$70,400	\$85,600	\$78,000	5%
	Accounts Payable Clerk	\$52,000	\$60,000	\$56,000	\$53,800	\$60,900	\$57,350	2%
	Accounts Receivable Clerk	\$48,900	\$62,000	\$55,450	\$53,400	\$63,100	\$58,250	5%
	Chief Revenue Officer	\$161,500	\$282,500	\$222,000	\$177,600	\$289,600	\$233,600	5%
ADMINISTRATION, LEGAL, HR & COMPLIANCE	VP Of Compliance	\$127,600	\$200,140	\$163,870	\$149,800	\$201,900	\$175,850	7%
	Director Of Compliance	\$115,400	\$182,400	\$148,900	\$126,500	\$187,600	\$157,050	5%
	Compliance Manager	\$83,400	\$157,400	\$120,400	\$89,600	\$158,900	\$124,250	3%
	Legal Assistant	\$65,000	\$94,500	\$79,750	\$68,900	\$95,600	\$82,250	3%
	VP Of Human Resources	\$155,400	\$245,000	\$200,200	\$175,000	\$248,100	\$211,550	6%
	Director Of Human Resources	\$81,500	\$115,600	\$98,550	\$86,700	\$117,600	\$102,150	4%
	Human Resource Manager	\$75,000	\$90,000	\$82,500	\$79,800	\$96,000	\$87,900	7%
	Human Resource Generalist	\$60,000	\$80,000	\$70,000	\$61,000	\$83,200	\$72,100	3%



# About the Team

**CannabizTeam Worldwide** is the world's premier Executive Search and Staffing firm focused exclusively on the cannabis industry. It was started in 2016 by seasoned staffing executive recruiter Liesl Bernard to address an immense need for quality talent in the cannabis industry. With a group of experienced, people-first staffing professionals, CannabizTeam is dedicated to finding the right match. **CannabizTeam** and **CannabizTemp** divisions have staffing offices in Atlanta, Baltimore, Dallas, Denver, Portland, Phoenix, and San Diego. They also offer international placement services.

**CannabizTeam** places exceptional full-time talent in all cannabis verticals, including Cultivation, Extraction, Testing, Manufacturing, Retail, Compliance, and C-suite roles.

**CannabizTemp** makes hiring temporary staff, consultants and fractional executives 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, please visit our company website:

[www.cannabizteam.com](http://www.cannabizteam.com)

## *Thank You to Our Sponsors*

The logo for Benzinga, featuring the word "BENZINGA" in a bold, dark blue, sans-serif font, centered within a white rectangular box.The logo for El Planteo, featuring the words "EL PLANTEO" in a bold, black, sans-serif font, followed by a green square icon with a white plant-like shape inside, all within a white rectangular box.