Driven by a love of plants, Pure Sunfarms is one of Canada's largest, single-site, licensed producers of high-quality, greenhouse-grown cannabis based in BC's Fraser Valley (Delta). We are proud to bring together individuals from a wide breadth of industries, backgrounds, and experiences, and promote a culture of belonging where everyone can truly be themselves – in every form of expression that is natural to them. This is our priority and guiding light at Pure Sunfarms, driving our uncompromising approach to quality and success within the Canadian recreational cannabis market. We believe our differences are our strengths, letting us look at cannabis in a whole new light.

The Manager, Data & Analytics will be instrumental in creating a data governance strategy, designing and building an ETL mechanism, designing and building a data warehouse, producing insightful business intelligence to relevant teams.

ESSENTIAL FUNCTIONS

- Architect, design, and build a modern data warehouse.
- Decide on and design processes for ETL/data pipelines, middleware, or alternatives as required.
- Build, develop and maintain data models, reporting systems, data automation systems, dashboards and performance metrics that support key business decisions.
- Lead cross-functional projects using advanced data modeling and analysis techniques to discover insights that will guide strategic decisions and uncover optimization opportunities.
- Design and build technical processes to address business issues.
- Oversee the design and delivery of reports and insights that analyze business functions and key operations and performance metrics.
- Fully document, update, and maintain technical diagramming on all aspects of data, including dependencies.
- Examine, interpret and report results of analytical initiatives to stakeholders in leadership, operations, cultivation, finance, brand & commercial, quality, and production teams.
- Develop and implement quality controls and departmental standards, organizational expectations, and regulatory requirements.
- Work cross-functionally with other departments to assist with the creation of data governance strategies and processes.
- Oversee the data/report requests process: tracking requests submitted, prioritization, approval, etc.
- Recruit, train, develop and supervise analyst-level employees.

- Organize and drive successful completion of data insight initiatives through effective management of analyst and data employees and effective collaboration with stakeholders.
- Ensure accuracy of data and deliverables of reporting employees with comprehensive policies and processes.

OTHER DUTIES

We work in a fast pace environment, rolling up our sleeves to build something bigger than ourselves. Other duties may arise from time to time/most of the time and as a team, we look to support each other.

YOUR BRAND, YOUR STORY

We already know you love working with data, but we want to know more about your strengths. You're good at the following:

- Strong SQL and querying skills.
- Strong Linux and Database administration skills.
- Strong cloud service experience in either: AWS, Azure, or GCP.
- Working knowledge of data mining principals: modelling, mapping, ETL, and middleware tools and techniques.
- Experience and knowledge of statistical modeling techniques: GLM multiple regression, logistic regression, log-linear regression, variable selection, etc.
- Experience with data presentation via dashboards and BI tools, with relevant & insightful business information.
- Experience with analytic techniques to promote company growth, informed decision making, and other KPI to drive business.
- Experience with building data warehouse and data lake.
- Experience working for a vertically integrated business considered an asset.
- Experience with DBSaas considered an asset.
- Proficiency with the programming languages of Javascript, C++, Perl, Java, MatLab.
- Database systems of SQL and NoSQL, MongoDB etc.
- Data analytics and data visualization tools, such as Sisense, Tableau, PowerBI.
- Machine learning and AI methodologies and concepts.
- Big data tools, such as Hadoop, Spark, Hive, and Cassandra.
- Data mining and data cleansing techniques.
- Data modeling and data architecture.
- Must have the ability to maintain and pass an RCMP criminal record check and obtain security clearance.

At Pure Sunfarms, we are growing our team with the same care we devote to growing our plants. We're proud of the diverse and inclusive culture that we've built and are excited to learn more about your experiences and how you can contribute to Pure Sunfarms and the cannabis industry.

Please send your resume directly to careers@puresunfarms.com