



Security Operations Manager

Job Profile

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.

Reporting to the Director, IT & Security the Manager, Security Operations will plan, develop, review, maintain and coordinate activities relating to the protection and security of company assets, information, people, products, and property. The role will design, implement, and monitor security policies, procedures, and programs. The Manager, Security Operations will be knowledgeable and proficient in the interpretation of all applicable laws, legislation and regulations including reporting requirements and systems such as the CTLS (Cannabis Tracking and Licensing System). This position will play a key role in maintaining a security culture within Pure Sunfarms.

ESSENTIAL FUNCTIONS

- Develop and implement security policies, protocols, and procedures to ensure effectiveness of security operations.
- Develop, implement, and maintain the company's OSP (Organizational Security Plan), Physical Security Plan and Security SOPs (Standard Operating Procedures).
- Conducts, supervises, and prepares reports relating to internal investigations of any losses or violations of regulations, policies, and procedures.
- Develops, implements, and manages security training and awareness programs.
- Assist with designing the facility security systems, management of access controls, and prevention of theft.
- Conduct ongoing Security Risk Analysis (SRA).
- Manage, motivate, lead, and develop a team of security professionals.
- Manage, administer, govern, and develop a modern security infrastructure.
- Work with security vendors, engineers, and construction teams on the implementation and maintenance of a security system.
- Lead large Security projects, including the design and deployment of new Security infrastructure, systems, and services.
- Work with all management staff on developing the Security Plan and assume the responsibility for its preparation, maintenance, and execution.
- Manage and maintain security measures, perform site security inspections, and assist during all security audits
- Recruit and train all security staff



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- Direct staff in identifying, developing, implementing, and maintaining security processes, practices, and policies to reduce risks
- Train non-security staff in policies, processes, and procedures in response to emergencies, breach of security, and reporting of theft
- Prepare documentation to facilitate Health Canada audits in accordance with the Cannabis Act regulation.
- Responsible for hiring, terminating, leading, and mentoring members of the Security team.
- Responsible for conducting performance reviews, setting goals, and promotion professional growth of the Security team.
- Reviews financial reports to ensure security operation efficiency and quality control.
- Develops preventative security programs, including the supervision of security personnel.
- Other duties as they pertain to the overall security operations at Pure Sunfarms.

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 security operations, but we want to know more about your strengths. You're good at the following:

- Experience as Head of Security, Security Manager, or a similar position.
- TQ Certification considered a major asset.
- Experience in selecting and implementing relevant technology to maintain security requirements.
- Proven knowledge of risk management strategies, physical protection measures, crime prevention techniques and best practice protocols and procedures to protect the enterprise from harm.
- Professional security certification considered an asset.
- Extensive knowledge of security protocols and procedures.
- Excellent communication and interpersonal skills
- Previous experience in private security, police services, or military considered an asset.
- Education or professional designation in security management or similar field considered an asset.



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- Superior communication and interpersonal skills.
- Excellent report-writing and presentation skills.
- Critical thinking and problem-solving capabilities.
- Familiar with industry recognized and top-tier security platforms for access control, surveillance, intrusion, and perimeter fence vibration systems
- Milestone xProtect, Avigilon ACM and ACC, Axis surveillance system, LENEL, Bosch, Analytics, Digital WatchDog.
- Technical drawing and diagramming skills, and ability to continually review diagramming and documentation.
- Ability to work under pressure and to tight project timelines.
- Ability to manage complex security implementation projects working with multiple vendors.
- Ability to work independently with a goal orientated approach.
- Must work well with others in a driven, social, and entrepreneurial environment.
- Excellent attention to detail, comfortable with regulatory research, and very well organized.
- Incredible at managing your time while working on multiple projects and flexible enough to meet ad hoc regulatory requirements of the licensed site.
- Knowledge of the Cannabis industry, particularly PIPEDA and other Acts and best practices for handling data.
- 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