



VP, Horticulture Development, Innovation, & Quality

Job Type: Full Time / Permanent

Location: Guelph, ON / Hybrid

Would you like to be a part of a revolution in agriculture in Canada? If so, we would love to hear from you!

At GoodLeaf Farms we are a proud Canadian company at the forefront of innovation, striving to grow food security for communities from coast to coast. We are breaking ground in an industry that is quickly proving itself to be sustainable, not only environmentally but economically and socially as well. We are focused on producing ultra-fresh greens, 365 days a year using no harsh chemicals, a carbon footprint that is just half that of a traditional farm and using less than 10% of the water traditionally used, to create a world where plants thrive!

Why work at GoodLeaf Farms?

It is our commitment to provide you with the work environment and tools necessary to be successful in your role. We hope that you will find your work here rewarding, challenging, and meaningful.

- You will have the opportunity to take your career to the next level. GoodLeaf is growing and we want you to grow along with us!
- We have an entrepreneurial and inclusive spirit with the heart of a startup.
- We foster an environment of cooperation and communication.
- We have competitive compensation and benefits

Every day at GoodLeaf Farms we get to help solve the challenge of food security for communities across Canada and do it in innovative ways that inspire healthy lifestyles. We think that's exciting and the best reason of all to join us!



What we are looking for:

Reporting to the President & CEO, the VP, Horticulture Development, Innovation & Quality is responsible for leading GoodLeaf's horticultural excellence (ie. plant productivity and plant quality) and food safety across all GoodLeaf locations. This role is responsible for strategic direction, growth and development of the horticulture function and provides visionary leadership for GoodLeaf Farms' horticulture operations, including developing key strategies for maximizing plant biomass yield in indoor farming environments, adapting new plants for indoor cultivation, and establishing viable next generation business opportunities.

This role will lead the development of key performance indicators and analytical tools for consistent, repeatable horticultural best practices, maximizing harvestable yield, producing great quality product, maintaining the highest food safety practices, and reducing cost of goods. The individual will work closely with other leaders to design, set up and ensure operational success of new farms.

What you will be doing:

Horticultural Strategy and Development:

- Develop and execute the horticultural strategy to support the company's growth objectives, ensuring alignment with industry trends and emerging technologies.
- Drive innovation in horticulture techniques in a controlled environment in terms of, automation, lighting, nutrient management, and crop selection to maximize yield, quality, and sustainability.
- Identify and evaluate new horticultural technologies, equipment, and partnerships that enhance efficiency, productivity, and product quality.

Cultivation and Production Management:

- Oversee the cultivation process in vertical farms, ensuring optimal growth conditions, crop health, and resource utilization.
- Collaborate with the operations team to develop and implement standard operating procedures (SOPs) for planting, harvesting, irrigation, pest management, and disease control.
- Monitor and analyze key performance indicators (KPIs) to track crop performance, yield, and production costs, and provide recommendations for continuous improvement.



Quality Assurance and Regulatory Compliance:

- Develop and implement robust quality assurance programs and protocols in accordance with SQF guidelines to maintain product safety and integrity.
- Establish and maintain rigorous quality control standards throughout the entire production cycle, from seed to harvest, including post-harvest handling and storage.
- Collaborate with regulatory agencies, auditors, and certification bodies to ensure compliance with industry regulations and certifications.

Research and Development:

- Lead research and development initiatives to identify and introduce new plant varieties, improve crop characteristics, and optimize growing practices.
- Stay updated on emerging trends, technologies, and best practices in horticulture, vertical farming, and sustainable agriculture.
- Foster partnerships with academic institutions, research organizations, and industry experts to drive innovation and knowledge exchange.

Team Leadership and Collaboration:

- Build and lead a high-performing Horticulture team and Quality team, providing mentorship, guidance, and professional development opportunities.
- Foster a collaborative and inclusive work environment, promoting knowledge sharing, cross-functional collaboration, and effective communication across departments.
- Collaborate closely with marketing, sales, and product development teams to align horticultural strategies with market demands and customer preferences.



Must have's:

- 10+ years' experience in commercial fruit and vegetable agricultural operations in senior roles in horticulture, and agronomy.
- Bachelor's or Master's degree in Horticulture, Agriculture, Plant Science, or a related field. A Ph.D. is a plus.
- 5+ years' experience with various hydroponic systems.
- 5+ years' experience with controlled environment agriculture operations in a senior role leading design, improvements, and operational success of these operations.
- Experience in developing and implementing quality assurance programs, preferably under SQF guidelines or similar food safety standards.
- Strong understanding of regulatory requirements related to horticulture, agricultural practices, and food manufacturing.
- Must be able and willing to travel across national and international borders.
- Must have a strong business acumen.
- Must have successfully led collaborative and high performing teams.
- Ability to multi-task in a fast-paced work environment.
- Experience with report writing and MS suite of applications.
- Has worked in a high growth and/or start-up environment.
- Excellent analytical and problem-solving skills, with the ability to make data-driven decisions
- Possesses a strong sense of urgency and accountability.
- Excellent oral and written communication skills.
- Highly collaborative and is a sought-after resource
- Positive work attitude.

GoodLeaf Farms is an equal opportunity employer and prohibits discrimination and harassment of any kind. All employment decisions at GoodLeaf Farms are based on business needs, job requirements and individual qualifications, without regard to race, colour, age, religion, sex, sexual orientation, gender identity, national origin, or disability status.