**Natural Insect Control** is a family owned and operated business since 1989. NIC specializes in bio-control for commercial growers, wholesalers, distributors and the consumer market. As the only Canadian producer of Beneficial Nematodes, NIC is in a unique position to lead the Canadian industry towards more sustainable and environmentally sound practices and offer products and services that are an alternative to chemicals for home, garden and commercial growers.

**Position Accountabilities:**

1. Manage NIC’s insect rearing system (including but not limited to):
   1. Proactive management of NIC’s beneficial nematode rearing system to ensure the integrity and sustainability of NIC’s nematode strains.
   2. Proactive laboratory management to ensure Laboratory Supervisor and laboratory staff have the tools and materials necessary to complete their jobs.
   3. Collaborate in NIC’s other insect rearing system/s production tasks and strategic direction.
2. Research and Development
   1. Lead researcher in NIC’s research and development projects.
   2. Proactive product development to grow NIC’s product offering and/or improve and accentuate NIC’s present products.
   3. Continually seek to improve NIC’s product lines through proactive research and sustainable practices.
3. Budget Management
   1. Manage lab expenses to minimize costs for products or services as required by laboratory processes.
   2. Work with business owner and bookkeeper to develop and maintain annual laboratory budget.
4. Human Resources
   1. Manage Laboratory Supervisor and Lead Technician.
   2. Follow and administer NIC’s Policies and Procedures ensuring compliance within Laboratory.
5. Support as required for and at the office facility.
6. Other projects or tasks as required from time to time by the Business Owners.

**Position responsibilities:**

1. Adhere to all NIC Policies and Procedures.
2. Duty of care towards yourself, colleagues, and NIC for proactive Workplace Health and Safety.
3. Directly accountable to Business Owners.
4. Work collaboratively with colleagues to ensure smooth completion of laboratory work processes.