

Budtender / Cannabis Sales Associate

Venus Cannabis

Douglaston, Queens, NY

Job Type: Full-Time and Part-Time Opportunities

Schedule: Flexible availability, including evenings, weekends and holidays

Compensation: \$20-\$23/hour, depending on experience

About Venus Cannabis

Venus Cannabis is a women-owned, family-operated licensed cannabis dispensary serving Douglaston, Queens and the surrounding community. We are building more than a place to purchase cannabis. Our goal is to create a welcoming, knowledgeable and approachable retail experience where customers feel comfortable asking questions, discovering products and finding what works for them.

We are looking for Budtenders who combine great hospitality with curiosity, responsibility and a genuine interest in helping people.

The Role

As a **Budtender / Cannabis Sales Associate**, you will be one of the faces of Venus Cannabis and an important part of the customer experience.

You will welcome customers, learn what they are looking for, educate them about available products and help them make informed purchasing decisions. You will also support daily store operations, maintain compliance with New York State cannabis regulations and contribute to the sales, service and customer-retention goals of the dispensary while sharing customer feedback.

This role is ideal for someone who enjoys working with people, is comfortable making recommendations and is excited to continuously learn about cannabis products, brands and the evolving New York cannabis market.

What You'll Do

- Welcome customers and create a friendly, inclusive and professional shopping experience.
- Ask thoughtful questions to understand customer preferences, experience level, desired effects and product interests.
- Educate customers about cannabis categories including flower, pre-rolls, edibles, vaporizers, concentrates, tinctures, topicals and accessories.
- Explain differences between products, formats, potency, methods of consumption, onset and duration in clear, approachable language.
- Recommend products responsibly based on customer needs, preferences and available inventory.
- Introduce customers to new products, brands, promotions and Venus Rewards opportunities.
- Use thoughtful selling techniques, including product pairing and complementary recommendations, while keeping customer needs at the center of the conversation.
- Stay informed about the menu, new product arrivals, brands, promotions and store events.
- Verify customer identification and follow all age-verification and compliance procedures.
- Accurately process purchases, discounts, loyalty rewards and other transactions through the point-of-sale system.
- Handle cash and approved payment methods according to store procedures.
- Assist with online and pickup orders as needed.
- Restock merchandise and help maintain accurate, organized product displays.
- Support inventory counts and communicate low-stock, customer requests and product trends to management.
- Maintain a clean, organized and welcoming sales floor.
- Follow all company policies, security procedures and New York State cannabis regulations.
- Participate in ongoing product, sales, customer-service and compliance training.
- Work collaboratively with management and fellow team members to keep store operations running smoothly.

What We Expect

Our Budtenders are expected to be:

Customer focused. You should genuinely enjoy interacting with people and helping customers feel welcome regardless of how much or how little they know about cannabis.

Curious. The menu will change. Products will change. Regulations and customer preferences will evolve. You should want to keep learning.

Sales aware. This is a retail business. Budtenders should be comfortable making recommendations, introducing customers to products and contributing to store sales goals without creating a pushy sales experience.

Reliable. Arriving on time, being prepared for your shift and following through on responsibilities matters.

Detail oriented. Cannabis retail is regulated. ID verification, transactions, discounts, inventory and operational procedures must be handled accurately.

Professional. Customers will have different experiences, questions and preferences. We expect every interaction to be handled respectfully and without judgment.

Team oriented. Everyone contributes to the customer experience, including during busy periods, restocking, cleaning and slower periods when operational tasks need attention.

Required Qualifications

- Must be **21 years of age or older** to perform this customer-facing cannabis retail role.
- Strong communication and interpersonal skills.
- Comfortable speaking with customers and initiating conversations.
- Ability to listen carefully and make thoughtful recommendations.
- Dependable attendance and punctuality.
- Ability to work in a fast-paced retail environment.
- Ability to follow detailed procedures and compliance requirements consistently.
- Comfortable using technology and learning point-of-sale and retail systems.
- Willingness to complete all required New York State Responsible Workforce Training and Venus Cannabis training.
- Availability to work a flexible retail schedule, including some evenings, weekends and holidays.

- Ability to stand and move throughout the majority of a shift and perform routine retail tasks such as reaching, bending, restocking and lifting merchandise, with reasonable accommodation where applicable.

Preferred Experience

Cannabis experience is welcome, but it is not required.

We especially encourage applicants with experience in:

- Retail sales
- Hospitality
- Customer service
- Beauty, wellness or lifestyle retail
- Specialty retail
- Food and beverage
- Luxury or high-touch customer service
- Cannabis retail or cannabis product education

Previous experience operating a POS system, handling cash, working toward retail sales goals or participating in loyalty/customer-retention programs is a plus.

Knowledge of cannabis products, cannabinoids, terpenes, product formats and consumption methods is also preferred, but we are willing to train candidates who demonstrate curiosity, strong customer-service instincts and a willingness to learn.

What Makes Someone Great at Venus

The strongest candidates will be people who can make both of these customers feel equally comfortable:

The experienced cannabis shopper who knows exactly what they want, **and** the first-time customer who walks in with twenty questions and isn't sure where to begin.

We want team members who can educate without lecturing, recommend without pressuring and sell without losing sight of service.

If you are personable, dependable, curious and excited about helping build a thoughtful cannabis retail experience in Queens, we'd love to hear from you!

Venus Cannabis is an equal opportunity employer. We value a diverse team and are committed to creating an inclusive workplace and customer experience.