



Role: **Chief Operating Officer** of a Nature Based Solution
(Sustainable Mariculture)

Location: Amsterdam + the world

We are looking to hire a spectacular multi-faceted COO.

You will be responsible for the integrity and effectiveness of our business.

The COO is a key member of the senior management team.

You will control diverse business operations across geographies of stupendous natural beauty: Namibia, New Zealand, Alaska...

We operate in the ocean, in remote areas, often far offshore. These places are wild, awe-inspiring... and dangerous.

What we are doing is in many ways unique, though we build on established practices. We seek to innovate, simplify, develop elegant solutions to physical and human challenges, and we seek to do so in harmony between humans and nature.

We operate locally, with local suppliers and local staff.

Our purpose is to have positive impact on the oceans. To achieve this, we must mobilise huge amounts of capital – and to attract that capital we need to generate highly attractive financial returns.

In the next 12-18 months our goal is to become revenue-generating, then profitable; to become a bankable, lighthouse project for an exciting new nature-based solution – in at least 3 different countries.

You will be fundamental to achieving this.

Responsibilities

- Set comprehensive goals for performance and growth
- Establish policies that promote company culture and vision
- Oversee daily operations of the company in different workstreams (Kelp Forestry Installation: Engineering, Biosystems and Operations; Environmental and Footprint Monitoring; Harvesting and Processing, Biotechnology Optimisation and R&D; Structured and Disciplined Operational Excellence, Logistics, Customer After-Care etc)
- Lead team to achieve maximum performance and dedication – train the (young) leaders of our workstreams to be maximally effective
- Evaluate performance by analyzing and interpreting data and metrics
- Write and submit reports to the CEO and Board in all matters of importance
- Assist CEO & CCO in fundraising ventures
- Participate in expansion activities (investments, acquisitions, corporate alliances etc.)
- Manage relationships with partners/vendors

Requirements and skills

- Proven experience as Chief Operating Office or relevant role
- Proven track record of grit, personal effectiveness, high integrity, crisis management, improvisational skills, and delivering great outcomes through others (often from a distance)



- Unflappable: Keep Calm and Carry On
- Experience working with and leading front-line hands-on operational staff in rugged/remote areas
- Experience of front-line health and safety management in high risk environments
- Experience working with diverse cultures
- Deep understanding of business functions such as People & Culture, Finance, Marketing etc.
- Demonstrable competency in strategic planning and business development
- Skilled in data analysis and performance/operation metrics
- Skilled in 21st century business infrastructure and digital tools
- Outstanding organizational and leadership abilities
- Excellent interpersonal and public speaking skills
- Aptitude in decision-making and problem-solving
- Experience in fundraising will be a plus
- MBA is a plus

ABOUT KELP BLUE

At Kelp Blue, we're striving to find long-term solutions to help restore marine ecosystems and providing planet friendly products to some of the world's largest industries.

Our goal is to increase ocean biodiversity by growing giant kelp forests at scale, beginning just off the coast of Lüderitz. These giant kelp forests will lock away vast amounts of CO₂, boost marine biodiversity and have an enormously positive social impact on communities through job creation and education.

Our company growth will be financed by the harvesting, processing and sale of the kelp canopy into environmentally-friendly products for multiple industries. We start with the development of organic and sustainable agricultural products such as biostimulants, agrifeed and fertilizers.

We're not a 'business as usual' company. We're here to make a difference.

We're a lean team, we all roll up our sleeves to get the job done, whatever it may be. People who fit well with us are independent thinkers yet team players and people who are results driven. Because some of the things we're trying to do have never been done before, we're looking for people who have a healthy dose of common sense, who are problem solvers by nature and comfortable getting on with tasks in an unstructured environment.

Contact: newkelpies@kelp.blue with "COO" in the subject line.