



FAST FINANCIAL FIREPOWER

Start: ASAP (for 3 months minimum)

Location: Amsterdam

We're a start-up/scale-up looking to make a step change in our financial operations.

Key Activities:

1. Improve and optimise the procurement-to-pay process across all business – and optimise integration into financial reporting system

Objective → More streamlined system with more transparency to make management decisions

Payments & bookkeeping

Review current payments processes and make improvements

Support in performing payments & bookkeeping (Acorn in Namibia, Founders in NL)

2023 budgeting

Review & improve our current budgeting process across the company

- Producing budgets, tracking, reconciling variation rationale, etc.

Support in implementing 2023 budget process

Improve current Financial reporting (internal & external)

Current Reporting Deliverables - internal:

Monthly management finance reports:

- Current focus = cash flow (most important during this phase)
- Incorporate ability to expand over time to P&L vs Cash Flow overviews

Current Reporting Deliverables - external:

External quarterly reports to shareholders

Annual reports

Monthly (Namibia only)

2. Legal frameworks and compliance

Objective → Create more robust & streamlined compliance framework to ensure full legal compliance at all times



Tracking and managing exposure across all our legal entities

Develop better frameworks to understand our exposures:

- Risks, mitigation measures, current insurance policies, value of additional insurances, etc.

Compliance across all entities (from labour law to everything else)

Improve audit processes (external audits, internal sample checks for compliance, etc.)

3. Other Key Areas

Taxes and Financial Structure

Objective → Develop scalable methods to manage cash flows across a complex business

Managing a multi-entity, multi-geography, multi-currency business:

- FX exposure (FX management)
- Optimal legal and financial frameworks to facilitate better cash flow movement
- Moving money between legal entities
 - Equity/loan investments to subsidiaries, dividends to parent companies, etc.
- Intercompany transactions
 - Management fees across entities, internal kelp purchase price, etc.
- Ensure we are prepared for income taxation process (currently pre-revenue so only deal with VAT, payroll tax, etc.)

Finance Meetings schedule (ensure these continually happen)

- Weekly, Monthly finance meetings
- Quarterly board meetings for all entities
- Remuneration committee
- Budget committee
- Audit committee
- General meeting of shareholders

ABOUT KELP BLUE

Our goal is to increase ocean biodiversity by growing giant kelp forests at scale, beginning just off the coast of Lüderitz. 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.

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 inputs for multiple industries.



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. The novel nature of our work means that 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.

WANT TO APPLY?

Send an email to newkelpies@kelp.blue or call us +31 6 48 91 73 91