



**Head of Product Operations**  
**Fulltime - Amsterdam, with some international travel**

**Starting date: As soon as possible or when suits**  
**Application deadline: August 6**

#### ABOUT KELP BLUE

At Kelp Blue, we're developing long-term solutions to help restore marine ecosystems, lock away CO<sub>2</sub>, create sustainable products and have a positive impact on communities. We plant giant kelp forests around the globe and, just like our seaweed, we're growing quickly. We harvest and process the kelp into environmentally friendly products, starting with a biostimulant. Our biostimulant helps accelerate the shift from conventional farming practices, heavily reliant on synthetic fertilisers to more regenerative practices. We'll be producing millions of litres so we'll need someone to make sure the product moves smoothly from the factory to the end user and that all systems are integrated to ensure smooth operations.

Kelp Blue is not a 'business as usual' company. We're here to make a difference. We're a lean team and we all roll up our sleeves to get the job done, whatever it may be. We look for collaborative team players, people who are results-driven and have a bias for action. We're looking for people who have a healthy dose of common sense, who are problem solvers by nature, and are great at lateral thinking.

We measure our success by having impact, and we put 4 'Returns' at the heart of what we do. These are:

- **Inspiration**; we inspire people to be better and we pioneer change on an epic scale
- **Nature**; we improve planetary health and create marine ecosystems that increase and support biodiversity
- **Social**; we work to ensure we have an outsized positive social impact wherever we operate
- **Finance**; we drive world class shareholder returns to scale our business and impact

#### ABOUT THE ROLE

As the Head of Product Operations at Kelp Blue Biotech you will play a crucial role in setting up and optimizing the operational backbone of the company as it rapidly scales up.

Based in Amsterdam, the Head of Product Operations will be responsible for ensuring an in time delivery of quality products to our clients around the world. This means setting up the relevant product processes, ranging from the produced goods in the different production locations, the entire supply chain management and inventory management, while calibrating the ERP system and managing the stakeholders involved. This role sits at the heart of the organization, and will be a unique opportunity for the person to build up an entire operational structure from scratch, with the requirement to be robust enough to ensure the scalability of the company.

The main areas of focus include process design, operational efficiency and monitoring, and overseeing the end to end operational flow to support the company's ambitious goal of becoming a global player in the conversion of seaweed into innovative and sustainable products. The ideal candidate will have a passion for health of the planet and oceans.

#### RESPONSIBILITIES

- Develop and implement efficient operational processes to support our ambitious go to market plans, globally.
- Work closely with the production managers to align the planning and execution of production activities with the sales output.
- Build a scalable supply chain management system to effectively manage logistics, distribution of both raw materials and finished products, including the partnership with necessary stakeholders.
- Implement robust inventory and warehouse management practices to optimize stock levels, minimize wastage, and ensure timely product availability.
- Develop and enforce quality control measures to maintain high standards of product quality and consistency, ensuring compliance with industry regulations and customer expectations.
- Collaborate with cross-functional teams to identify key performance indicators (KPIs) and implement performance measurement systems to track operational efficiency and support the company's ambitious growth targets.
- Set up a comprehensive product master database, allowing for an efficient product management and traceability within the company
- Calibrate and set up the ERP system to effectively manage inventory and supply chain activities to support the company's global expansion plans.
- Manage relationships with stakeholders, including suppliers and partners.
- Lead and mentor a team of operations professionals, fostering a culture of collaboration, continuous improvement, and a shared commitment to sustainability and the planet.

#### SKILLS & QUALIFICATIONS

- Master's degree in Business management, Engineering, Logistics, Operations Management, Supply Chain Management, or a related field.
- Minimum 5 years of proven experience in operations management, preferably in a scale-up or start-up environment with international exposure and within an agriculture or biotech company.
- Strong knowledge of operational processes, supply chain management, and production planning, with a keen understanding of the challenges and opportunities of scaling a global operation.
- Experience in managing and working with ERP systems.
- Excellent analytical and problem-solving skills to identify inefficiencies, drive innovation, and implement effective solutions in alignment with sustainability goals.
- Strong leadership and team management abilities, with the capacity to motivate and develop a high-performing operations team in a dynamic and ambitious environment.
- Passion and commitment to doing good, sustainability, and promoting the health of the planet and oceans.
- Ability to thrive in a fast-paced, dynamic environment and effectively manage multiple priorities while maintaining a strong focus on sustainability and environmental stewardship.
- Excellent communication and interpersonal skills to collaborate with diverse stakeholders, build strong relationships, and advocate for the company's sustainability initiatives.
- Knowledge of the biotechnology and supply chain industry is a plus.

## ATTRIBUTES

Working at Kelp Blue is about much more than being good at your job. It's about having the right mindset, being comfortable with the uncomfortable, and about always pushing to be the best. So, in addition to the skills we outline above, we want candidates who can demonstrate:

- A "can do, will do" approach
- Flexible and lateral thinking/problem solving
- Personal responsibility and self-reliance
- Grit and determination, a willingness to learn from mistakes
- A commitment to always working in the company's best interests
- A passion for our 4Rs and a determination to make a difference, *to leave things a little better than you found them*

## WANT TO APPLY?

Please send an email and CV to [newkelpies@kelp.blue](mailto:newkelpies@kelp.blue) with **Head of product operations** in the subject line. Please use the email to tell us about how you fit the Kelp Blue profile, what you can bring to our mission, and why you are the perfect candidate.