



GROUNDED

Vacancy – Landscape Business Strategist



We are looking for an enthusiastic business strategist to help us manage and develop landscape companies.

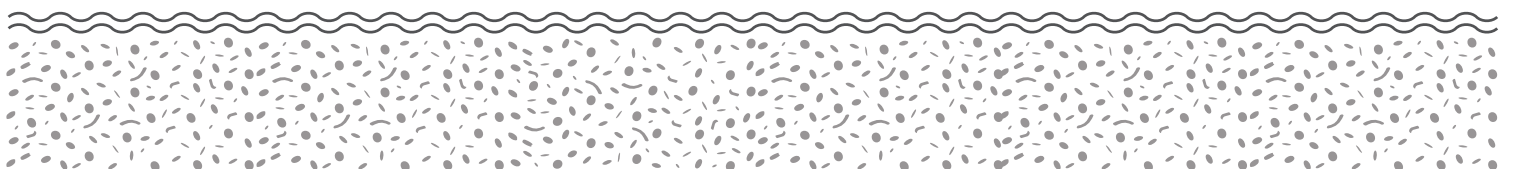
About the Organization

Grounded is social enterprise with the purpose to bring agriculture and nature back into balance. Together with farmers we set up new companies promoting regenerative agriculture, enabling farmers to cultivate/harvest the best ingredients from healthy soils. Vertical integration of the supply chain is a key strategy of our business model, transferring

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more value from consumers to the farmers so they can invest in their soil, the environment and the quality of the ingredients.

Grounded's subsidiary the 'Langkloof Honeybush Company' works with farmers in the Langkloof area to sustainably wild-harvest and cultivate premium Honeybush tea. Honeybush is an indigenous plant that is under threat from overharvesting. Together with our partner-NGO Living Lands, we set up a Company and an Association to support sustainable cultivation and wild harvesting of honeybush. The idea is that this will promote protection of the species, but also stimulate diversified and regenerative farming in a region that's traditionally dominated by pesticide-intensive apple farming.

About the Role

In this role, you will fulfill the position as Director of the Langkloof Honeybush Company. You are responsible for developing and maintaining the strategy of the company together with its key stakeholders (farmers, harvesters, Living Lands, investors), governance and – finance structures, contracts, identification of investment need and finding and managing investors, support with marketing and sales, and organizing shareholders meetings. The Operational Manager of the company will report directly to you. The company currently has two other employees who report to the Operational Manager.

Next to this, Grounded is looking to expand into other landscapes in South Africa – where we can develop landscape companies. Your role will be to scope the opportunities within the country, and to identify and develop new projects.

You will form part of a multi-disciplinary team of landowners, harvesters, farmers, processors, ecologists, agronomists, marketeers and business developers, working collaboratively on this mission. You will report directly to the Directors of Grounded.

The position is based in Cape Town with frequent travelling (expect to be traveling one out of three weeks, mostly within South Africa).

Responsibilities

Langkloof Honeybush Company

- As a Director of the Langkloof Honeybush Company, you will be responsible for the long term strategy of the company, ensuring financial viability
- Ensuring – together with the Operational Manager – the company produces high quality honeybush in line with international production standards, 100% traceability – and required permits and certifications



- Managing investors/raise new funds when needed, support financial structuring and contracts (together with our financial manager and lawyers)
- Overseeing the mission of the company and ensuring there is zero compromise on our values and social – and environmental impact requirements
- Ensure monitoring of impact, and reporting on impact
- Further develop company governance structure: Shareholders – and Directors Meetings, inclusion of representatives of the Association into the company decision-making structure
- Management of the Operational Manager of the Company, chairing Management meetings, manage partnership with the Association and Living Lands

Grounded General

- Scouting of new business opportunities in landscapes
- Capturing and developing lessons learnt from other landscapes to become better at developing new ones
- Raising funds to develop new landscapes
- Participate in Knowledge Sharing between Grounded's Business Developers, and knowledge sharing with our partners in the landscapes
- Depending on your skills and expertise, there are many things you can help us out with on a company level – we can see together where there is a fit! 😊

Competencies

- Minimum five years work experience – preferably in a strategy consulting, finance, agri-business or marketing role
- Masters Degree (doesn't matter in which field – we require academic thinking level)
- Very strong problem-solving skills, strong analytical thinker
- Experience in a start-up/entrepreneurial setting is a prerequisite
- Experience raising capital and managing investors
- Affinity with the NGO sector (Grounded works in strong partnership with NGOs so it is quite important that you have a feel for how they work – or are open to learn)
- Outstanding people skills
- Super-strong team player
- The candidate must have a strong affinity for the mission and focus of our organization, as well as the dynamic start-up / growth phase of the organization. Your precise role may change over time as the course of our business changes.
- The candidate should share Grounded values which are to be honest, humble, open, adaptable, fair and to have courage.



General information

We can offer a one-year contract with the potential for a permanent position to be offered after one year of successful employment.

A fair remuneration package will be offered to the successful candidate, in relation to experience.

Application

If you are interested and think that your profile fits our needs, please send a short motivation letter and CV to Thekla Teunis via email: hr@grounded.co.za. The deadline for applications is 13 January 2019. We anticipate you will commence work February/March 2018.