



GROUNDED

Vacancy – Landscape Business Strategist



We are looking for an enthusiastic business strategist to help us develop and manage Landscape Companies.

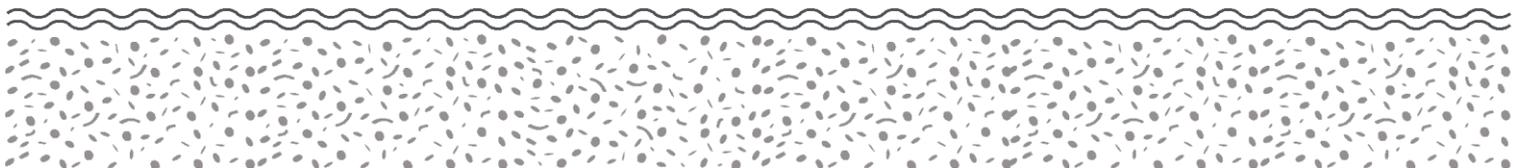
GROUNDED

Grounded is a social enterprise, founded with the purpose of bringing agriculture and nature back into balance. Together with multiple partners, Grounded develops and supports, thriving Landscape Companies. We work alongside farmers to develop and grow a sustainable value chain from Ground to Market whilst simultaneously working to enrich soil and increase biodiversity through regenerative agricultural practices.

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Registration Number (2014/161980107) | VAT Number: 4700275086

www.grounded.co.za





What we do

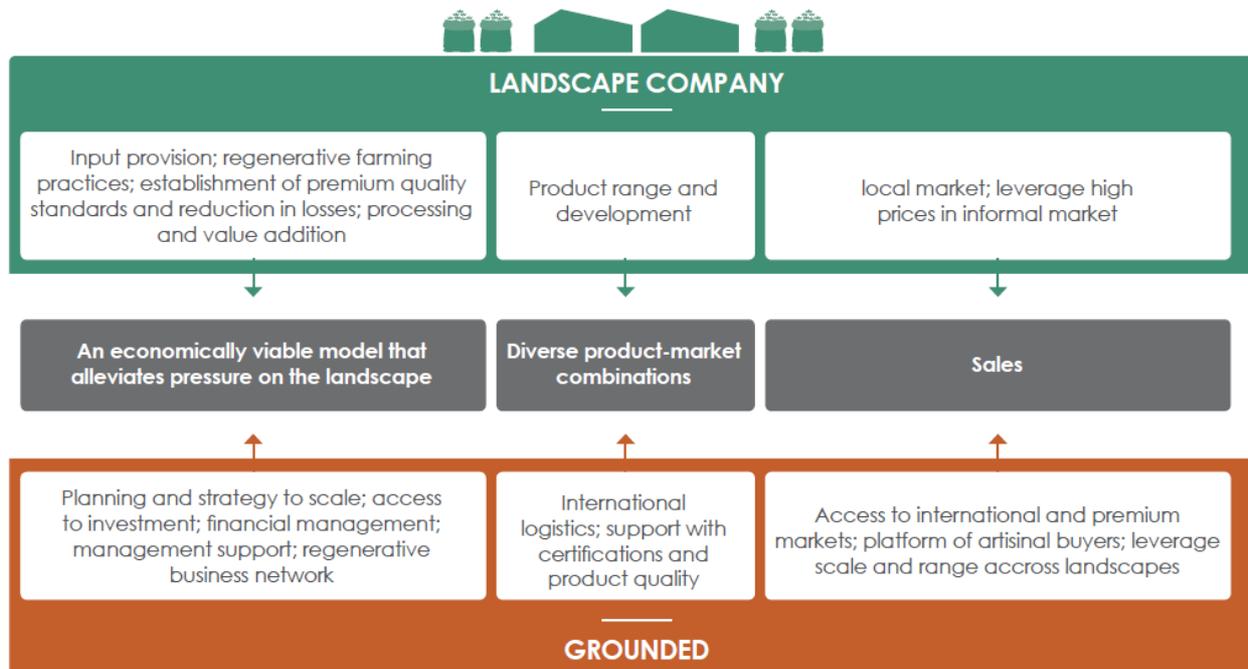
Grounded works with farmers to develop business models called 'Landscape Companies' that are not only good for production, but also good for landscapes. Landscape Companies enable farmers to transition to more profitable farming systems that are sustainable and that regenerate the soil's health.

The Landscape Companies support farmers with input finance and management. They also integrate the processing and marketing of crops, to shorten and improve value chains. Grounded Landscape Companies focus on: intensive production of high-value crops; improving quality; and establishing links to the right markets; all of which allow the best value to be realised out of these regenerative products.

Grounded remains profoundly involved in the companies it creates: We develop the Landscape Company and continue to support the operations and stay on as the founding partner and a shareholder. Grounded and the Landscape Company work together along the value chain to ensure impact and scale are achieved and ultimately to deliver regenerative products to consumers.

Grounded is a social enterprise. We aim to create long-term value for our main customers, the farmers at the start of the value chain, the consumers towards the end, and ultimately, fair returns for our investors. Profit is indeed an indicator of our sustainability and a reflection of the value we add, but it is not our main goal.

Figure 1: The relation between a Landscape Company and Grounded





About the Role

In this role, you will:

1. Supporting the South African Landscape Companies ([DevCo](#) and [Langkloof Honeybush Co.](#)). Main responsibilities will be on the companies strategy, finance, marketing and support to the general manager.
2. Fulfill the position as Director for the Incubator Farm Company in Zambia ([see more info](#)).
3. Be responsible for new business development in South Africa: to scope for opportunities, identify and develop new projects and Landscape Companies.

You will form part of a multi-disciplinary team of business developers, farmers, managers, ecologists, agronomists, designers and marketers 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 between one and two weeks per month).

Specific Responsibilities

South African Landscape Companies

- Responsible for developing the new growth strategy with the farmers and general manager of the company.
- Manage investors/raise new funds when needed, support financial structuring and contracts (together with our financial manager and lawyers).
- Oversee the mission of the company and ensure that there is zero compromise on our values or our social – and environmental impact requirements.
- Support and drive market development.
- Ensure monitoring of impact, and reporting on impact.

Simalaha (Zambia)

- Design and curate a strong team for the management of the incubator farm in Zambia.
- Work with the landscape company operational manager to set up the incubator farm.
- Oversee the mission of the company and ensuring there is zero compromise on our values and social – and environmental impact requirements.
- Ensure monitoring and reporting of impact.
- Manage the operational manager of the company.



- Raise investment funds for the company at the development phases and manage relationships with current investors.
- Liaise with Peace Parks and the Simalaha community conservancy to manage relationships, associated funding and reporting.

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! 😊

Requirements and Competencies

Experience and education

- Minimum five years work experience – preferably in a strategy consulting, finance, agri-business, legal, engineering, biochemistry or marketing.
- Masters Degree (doesn't matter in which field – we require academic thinking level).

Business skills

- Very strong problem-solving skills, strong analytical thinker.
- Proficient budget management and reporting.
- Proficient strategic approach and implementation.
- Proficient process management.
- Expert project management.
- Expert partnership management and engagement.
- Proficient quality management.
- Proficient data analysis and research.
- Experience raising capital and managing investors.

Other

- Experience in a start-up/entrepreneurial setting is a prerequisite.
- 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 as well as a super-strong team player.



- Must be willing and able to travel extensively (at least for two weeks per month).
- 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

This is a permanent position, with a 6-month probationary period.

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 Gijs Boers via email: hr@grounded.co.za.