

Team Leader Production – TANGO Seaweed

**Do you want to join us in seaweed farming
and be part of an innovative business within a future-oriented value chain?**

TANGO Seaweed – The Company

TANGO Seaweed is a pioneer within the newly emerging seaweed value chain in Norway. We cultivate kelps and other macroalgae according to nature's principles and sell high quality seaweed for human consumption. Currently, we have two cultivation licenses and – aside from a sea farm in Herøy municipality – we have our land-based production facility and offices in Haugsbygda, Sande municipality (both Møre & Romsdal County), Norway.

Our environmental ambitions, operating in a Cradle-to-Cradle circular design framework, guide us in everything we do – starting with the choice of cultivation sites and production technology to harvesting and processing. We aim to deliver tasty kelp from clean Norwegian coastal waters with traceable production and unique quality being our hallmark.

The company's core team members have extensive knowledge and experience from marine ecology and coastal zone management, paired with a passionate commitment to developing a new positive-impact value chain based on seaweed cultivation within the marine environment.

In addition to 2.5 permanent and 7-8 seasonal employees (app. 3.5 FTEs), we work closely with an active Board of Directors and an international group of shareholders who represent the entire value chain and various competence (R&D) and industry networks. We consider the diversity of people associated with TANGO Seaweed as one of our major strengths.

Whereas we, as a company and emerging sector, are purpose-driven and part of providing solutions to many pressing global challenges (food safety, climate change and social inequality), we operate hands on with strong local and regional connections. As a competence partner, we interact with both local communities and society at large (nationally and internationally). Currently, our main customer base is in Norway and Europe, especially in German-speaking countries.

We are now ready to take the next step in the company's development towards securing a triple top line (i.e. economic profitability alongside positive environmental and societal impact) which includes strengthening the team on several levels.

Job-Description

We are looking for a **production manager to coordinate and oversee the entire production cycle** – from sourcing of seedlings to seeding, cultivation, harvesting, stabilisation, storage and packaging of our products. Both sea farm operations, including maintenance of infrastructure and equipment, as well as on-land stabilisation (currently mostly drying) and further processing to our final product portfolio are core activities. You will be responsible for organising work teams, oversee and continue to develop internal quality systems and routines, as well as good logistics with an effective processing line.

You will work closely with our R&D personnel and with an awareness of continual biological, technological and digital innovation of the entire production process in the coming years. You will be part of our small high-performing team of permanent employees, covering the entire value chain and operating in a holistic framework of a purpose-driven company.

Profile

A responsible, accurate, flexible, hands-on, open-minded and independent professional with excellent communication skills and with an ambition to strengthen the TANGO Seaweed team, its production process and its core values in the long term.

Main tasks

- Preparation of production schedule based on the sales plan
- Preparation of production budget based on the production planning and multi-year planning
- Organising production at designated locations and executing the production planning
- Managing the production team
- Co-execution of production activities
- Setting up, implementing and following a quality control system for the entire production process
- Overseeing maintenance and improvement of infrastructures and equipment (sea- and land-based)
- Organising product storage, packaging and delivery-to-customer-logistics, in collaboration with the sales team
- Co-organising and participating in R&D activities for the whole production process, jointly with the R&D team
- Identifying R&D priorities and co-organising the R&D plan, together with the R&D team

Required qualifications, skills and attributes

- Professional training and previous experience in a relevant field, e.g. (seaweed) aquaculture, agriculture, other food production
- Broad professional interest in one or more of the following fields: cultivation, food production, marine ecosystems, marine and maritime operations
- Experience from working at sea and on boats, as well as in food production / laboratories
- Good communication skills in Norwegian (spoken and written) and English (especially spoken)
- Driving License (at least B-level)
- Experience with quality-assessment systems from manufacturing / food production
- Able to work alone and independently, but a good team player used to structured communications and exchange
- Desire and joy to interact and work with people of diverse backgrounds, education, ages, nationalities, genders
- Curious and explorative, prepared to adapt and contribute to an emerging value chain
- Problem-solving ability
- Flexibility with regard to working hours and willingness to get things done
- Ability to work under stress periodically
- Good computer skills; familiar and experienced with Windows software (Outlook, Word, Excel, PPT, preferably knowledge of data base systems)
- Willingness to be part of the company's wider vision and development

Desired qualifications, skills and attributes:

- Background from and understanding of marine ecology, seaweed biology, seaweed production systems or similar
- Awareness of sustainable / positive-impact / circular production systems
- Fork lift - , boat-operator- certificate

What we can offer:

- A positive, diverse and dynamic work environment based on mutual respect
- A challenging and exciting job, with possibilities for personal growth and development
- Being an integral part of a small, high-performance team within a purpose-driven company and future-oriented sector
- Some flexibility with regard to working hours and work place
- Good pension and insurance schemes
- Possibility of co-ownership in the company through a programme for share capital options.

Employer: TANGO Seaweed AS

The Company's website: www.tangoseaweed.no

Place of Work: The company's land-based facility / offices in Haugsbygda, Sande municipality, Møre & Romsdal, Norway (Budavegen 25, 6082 Gursken, Norway)

Position: 60 to 100%

Duration: Permanent

Application Deadline: April 24, 2022

Applications including cover letter, CV, references and other relevant documentation, as well as questions, should be addressed to:

Annelise Chapman, Managing Director. Email: annelise@tangoseaweed.no, Tel: +47 90750501

All enquiries and communications are treated confidentially.