



## CONSOLIDATED ADVERTISEMENT

The drastic depletion of aquatic organisms in the ocean presents a viable and market-driven business opportunity, which can contribute significantly to South Africa's aquaculture production, develop skills in the aquaculture sector, and attract investment, whilst closing the national supply-demand gap for fish.

**Karoo Catch** has identified and responded to this opportunity, and following 10 years of research, development and piloting, we are now focussing on the establishment of a commercially viable business unit (incubator) and long-term support for the development, expansion and replication of the initiative.

The following employment opportunities are now available. **Unless otherwise indicated below, applications will close at 14h00 on 28 July 2017.**

POSITION	PRIMARY FOCUS	MINIMUM REQUIREMENTS
Project Manager	To successfully plan, co-ordinate and direct the operations of the business so that it will become a world class sustainable & profitable organisation during the 3 year "project" period. The Project Manager is responsible for all aspects of company operations and is accountable directly to the executive board.	Suitable qualifications and at least 10 years previous project managerial experience, preferably in the agricultural and agro-processing fields.  The candidate must be detail-oriented, organised and must have excellent communication, management and leadership skills.
Finance Manager	To ensure a high standard of accounting and overall financial management. This person is required to prepare, implement and monitor the overall budget, and must be very strong in cost and management accounting.	Suitable qualifications and at least 3 years previous financial, cost and management accounting experience at a similar scale to that projected by Karoo Catch.  Proven experience in successfully working with people from different cultures, and managing teams of up to 10 people is ideal.
Marketing & Sales Manager	To develop and implement a sales strategy (which is to be supported by the marketing and PR activities), all of which must culminate in the achievement of sales targets against budget.	Suitable qualifications and at least 5 years previous marketing and sales management experience at a similar production level to that targeted by Karoo Catch, preferably both in terms of volumes and turnover.
Human Resource Operations Manager	To guide and manage the planning and implementation of Human Resource Services including policy development, planning, labour relations and employee support programmes thereby ensuring a well trained, competent, performance driven staff with a high retention rate.	Suitable qualifications and at least 5 years' experience as a Human Resource Operations Manager.  Proven experience in successfully working with people from different cultures, and managing teams of up to 10 people is ideal.
Aquaculture Production Manager <b>(Applications close 21 July)</b>	To ensure that the farming systems produce the required quality and quantity of fish according to the requirements of the market and thus the processing facility.	Suitable qualifications and previous managerial experience on a fish farm at a production level exceeding 100 tons per annum and managing a team of at least 30 employees.
Maintenance Manager <b>(Applications close 21 July)</b>	Responsible for safety & security, as well as preventative and productive maintenance of the grounds, buildings and equipment on both the farm and processing facility sites.	Suitable qualifications and previous managerial experience of teams of up to 5 people. The individual should be innovative and have the relevant electrical and plumbing skills. Knowledge of the OHSA is ideal.
Receptionist	To be pleasant, efficient, and professional as the first point of contact for both external and internal customers.	Strong communication skills in English, proficient in Word and Excel and at least 12 months previous reception and administration experience.
Stores & Logistics Officer	To coordinate the Stores and Logistics operations through maintaining effective capturing of data, receiving and distributing stock and ensuring accurate records of all transactions.	A matric qualification with previous experience in Stores and Logistics being an advantage. This person must be a good communicator, have well developed IT skills and be detail oriented.
Quality Control Officer	To monitor, evaluate and ensure adherence to quality management systems and authorisations relating to the farming and factory operations.	Suitable qualifications and previous experience in quality management systems. A knowledge of OHSA, Global Gap and FSSC 22000 is ideal.
Bookkeeper	To implement systems which account for financial transactions, inclusive of actioning, capturing, analysis, reconciliation and reporting.	Suitable qualifications and previous experience of at least 2 years as a bookkeeper.

To apply for any of the above positions, please forward your CV to Christa Rudd ([christa@blue-karoo.co.za](mailto:christa@blue-karoo.co.za)) or Karen Pienaar ([karen@blue-karoo.co.za](mailto:karen@blue-karoo.co.za)), or call Karen on 083 389 2068 if you require more information in order to prepare your application.

Please note that shortlisted candidates will be required to attend interviews in Graaff-Reinet. If you have not heard from Karoo Catch within 2 weeks of the closing date, you have not been shortlisted and your application was not successful.