

MAD MARKETS

Supply Chain Development Manager

ABOUT MAD AGRICULTURE

Mad Agriculture's mission is to create a regenerative revolution in agriculture. At Mad Ag we believe that healing our relationships to self, others, and the earth is our highest calling. To do this, we put radical ideals to work. We see no division between the work of the heart, soul, and mind. We crack it all open, with the belief that the power to affect change lies in the interplay between these realms. We seek regenerative transformation by blending the dimensions of agriculture, social psychology, philosophy, science, carbon cycling, ecology, economics, movement building, commercial development, poetry, innovation and more.

This role sits on the Mad Markets team, which provides ingredient sourcing solutions that advance organic and regenerative agriculture. We are looking for someone who can transform supply chains into regenerative networks. Mad Ag's ecosystem of services also includes Mad Lands, Mad Capital, and Mad Media.

THE ROLE

The primary responsibility of the Supply Chain Development Manager is to engage with and build relationships with farmers, trade groups, processors, and a wide range of buyers (e.g. CPG brands & institutional procurement groups), with the goal of bringing in revenue via trade fees, while advancing the commercial success of regenerative agricultural systems and markets. Centered in direct-trade program development, you will shape and close end-to-end complex deals that serve the needs of our stakeholders operating within non-GMO, certified organic, and Regenerative Organic Certified (ROC) agricultural commodities and ingredient markets.

Though we use the industry jargon of 'Supply Chain' here, this role is really about building systems of regenerative supply, which are characterized by reciprocity, equity, resilience, and values beyond financial capital (i.e ecological, cultural). Currently, supply chains are largely linear mechanisms of one-way extraction, stripping value from farmers and land. The purpose of building regenerative supply systems is to create human-ecological-social interdependencies rooted in generous relationships that enhance the vitality, productivity and value for all involved.

A typical week might include working closely with a buyer or brand to develop a regenerative sourcing program, communicating specification and certification

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requirements, aligning processing and milling partners, developing a list of new business opportunities with whom to engage, managing inventory and contract balances, following purchase orders to delivery, and issuing invoices and remittances.

This role requires solid time-management and follow-through skills, with the ability to simultaneously work on and manage multiple tasks and projects with tight deadlines. It requires someone who is innovative and analytical, with a strong understanding of the agriculture supply chain and who can work both independently and as part of a team to collectively realize Mad Markets' goals.

The Supply Chain Development Manager will report to the Director of Supply & Trade.

THIS ROLE REQUIRES SOMEONE WHO CAN:

- Conduct outreach and develop strong relationships with CPG's, brands, institutional procurement, quick service restaurants, and other off-take partners.
- Effectively communicate and explain Mad Market's capabilities to farmers, processors and brands.
- Build and maintain a toll-processing network.
- Listen closely and be responsive to the needs of brands that results in innovative solutions to sourcing and supply chain challenges.
- Build trust & strong relationships with farmers and partner organizations.
- Share customer knowledge and insights, as appropriate, within Mad Agriculture.
- Lead projects and discussions with cross-functional teams.
- Effectively work with a virtual team.
- Break from the status quo, with a passion for unconventional ideas, and a proclivity toward action.
- Quickly adapt and grow with the company.
- Participate in the broader team meetings and contribute to weekly team calls.
- Thrive in a mission-driven startup environment with dynamic teams and work flow, and ready to learn quickly and pivot as needed.
- Be a team player and excited to integrate with the Mad Ag staff, market experts and partner organizations.
- Uphold and grow the company's brand and reputation in the marketplace.
- Value team culture and is capable of showing up authentically.
- Travel, potentially up to 25%, depending on needs.

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ESSENTIAL SKILLS:

- At least five years of industry experience in procurement, sourcing, supply chain, or a related role.
- A deep understanding of physical agricultural markets with direct experience in organic products and markets.
- The ability to motivate counterparties to act.
- Strong analytical skills and technical understanding of agricultural supply chains.
- Attention to detail and commitment to solid record keeping.
- Creative problem solving skills with an entrepreneurial drive.
- Excellent communication and presentation skills (verbal & written).
- Maintain and implement good data management practices within our software systems (Salesforce, Notion, ERP programs, etc).
- High proficiency in both Google Suite and Excel.
- Strong interpersonal skills and the desire to work with dynamic teams in a fast-paced and exciting work environment

COMPENSATION, LOCATION, & REPORTING:

This full time, salaried role reports to the Director of Supply & Trading within Mad Markets. This position can be based anywhere in the USA. Mad Agriculture is based in Boulder, CO and a few trips throughout the year to the home office will be required. Unlimited PTO. Healthcare benefits provided. Generous compensation package offered, ranging from \$90-115k, based on experience and ability.

HOW TO APPLY

Please apply through this [LINK](#) by **March 19**, 2023.

Mad Agriculture is an equal opportunity employer. We support, empower, and uplift each and every one of our team and community members regardless of background. Our organization deeply values a diverse workplace, and we strongly encourage women, people of color, LGBTQ+ individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply. Even if you think you may not meet all of the requirements, we encourage you to apply if you are excited to learn. We are committed to fostering a safe environment that is free of discrimination and harassment, and where all team members can bring their full selves to work. As a white-led organization, we hold ourselves accountable to ensuring justice, equity, diversity, and inclusion is woven into the fabric of our team, internal structures, and programming.