

Job Announcement
Commercial Manager
Nicaragua

About Cosecha Partners

Cosecha Partners is a pioneering social business that supplies specialty coffee, fine cacao and other organic ingredients to the food industry while growing sustainable incomes for smallholder farmers.

Cosecha Partners was founded in 2013 and today we work with over 2,500 coffee, cacao and chia farmers in northern Nicaragua. Through an innovative 'outgrower' program, we deploy social, intellectual and financial capital in long term partnership with our farmers to increase productivity, improve quality, and ensure climate-smart land management. Commercially, our work involves sourcing from our growers, processing, and exporting to customers in North America, Central America, and Europe. In 2021, through our grower outreach program, we certified nearly 600 acres of new organic production and helped our farmers increase their seasonal household income by an average of 60% over the preceding two-year period. To date, we have provided technical assistance and meaningful market access to over 3,500 smallholder farmers directly benefiting over 15,000 household members.

Our ambitious, passionate team is currently seeking a Commercial Manager to lead our growing commercial operations. The position is based in Nicaragua and reports to the Managing Director.

About this Role

As the Commercial Manager, you are the key day-to-day commercial and operational driver and are responsible for ensuring that the team is executing on the strategic vision, including: 1) business development, 2) sourcing and export management, 3) marketing, and 4) administrative and financial management. You will also support the leadership team in growing the commercial area and identifying and executing on new opportunities. The position manages three full-time direct reports as well as seasonal staff.

What you will do

- Responsible for the profitability and overall financial performance and growth of the Commercial Area.
- Responsible for procurement and export execution. Ensure delivery of products according to contract, specification and cost calculations.
- Work with Commercial team to formulate sourcing and sales budgets and financial forecasts for management.
- Scout and convert new business opportunities and represent the company and its products at industry events.
- Build and nurture strategic relationships in the specialty food industry.
- Ensure quality of sourcing and sales and customer satisfaction.
- Manage Commercial team, develop work plans and KPIs, lead the design and optimization of sourcing, sales strategies and operational tools that align with our core business model.

What you have

We are looking for a dynamic, high-performing individual with a demonstrated track record of business development in the coffee, cocoa and/or international food sector. Other qualifications include:

- 5+ years of relevant commercial and operations experience in the specialty food industry (preferably coffee or cocoa) including sales, personnel management and business planning.
- Fluency in English and Spanish.
- Excellent interpersonal skills to communicate clearly and effectively.
- Skilled at fostering long-term relationships in the specialty food industry.
- Experience leveraging social media platforms and developing content

What we offer

Cosecha Partners provides the following:

- Competitive salary and benefits relative to comparable roles in the region
- Monthly stipend for health insurance and cell phone
- Dynamic work environment and opportunity to lead an innovative social business

Application Process

Applicants should submit the following documents to Pilar Martinez (talento@cosechapartners.com) with email subject header "Commercial Manager":

- Resume
- Cover letter addressing interest and suitability for the position

Applications will be reviewed and interviews will be conducted on a rolling basis until the position is filled. Applicants are strongly encouraged to apply **before August 1**.

For additional information, please feel free to reach out directly to talento@cosechapartners.com