

## Job description - Junior Analyst

Position	Junior Analyst
Location	Amsterdam, The Netherlands
Type	Full-time
Start date	June – September 2026 (flexible)
Status	Accepting applications

### Role overview

As Junior Analyst at Kelp Blue you'll step into one of the more unusual roles out there. High exposure, real responsibility, and working toward something that matters: restoring ocean ecosystems and transforming agriculture on a global scale.

You'll be at the heart of the company, playing a hands-on role in helping the business grow; supporting capital raises, sharpening strategic decisions, and acting as a trusted analytical resource across the global organization.

Working closely with the management team and external stakeholders, you'll gain visibility into all parts of the business, as well as work directly with the Namibian operational team; the epicentre of the business situated in our globally unique hub of Luderitz, Namibia. The role sits within the Finance team and reports to the Head of Strategic Planning & Analysis.

### About Kelp Blue

At Kelp Blue, we cultivate giant kelp on large-scale, offshore structures to re-wild our oceans and lock away carbon. We trim the canopy of the kelp, and process it into a range of high-performing biostimulants to transition agriculture to sustainable practices. Our headquarters are in The Netherlands and our flagship operations in Namibia.

Kelp Blue is not a 'business as usual' company. We're here to make a difference. We're a lean team and we all roll up our sleeves to get the job done, whatever it may be. We look for collaborative team players, people who are results-driven and have a bias for action. And because some of the things we're trying to do have never been done before, we're looking for people who have a healthy dose of common sense, who are problem solvers by nature, and are great at lateral thinking.

We measure our success by having impact, and we put 4 'Returns' at the heart of what we do. These are:

- **Inspiration;** we inspire people to be better and we pioneer change on an epic scale
- **Nature;** we improve planetary health and create marine ecosystems that increase and support biodiversity
- **Social;** we work to ensure we have an outsized positive social impact wherever we operate
- **Finance;** we drive world class shareholder returns to scale our business and impact

## Core responsibilities

As a junior you will learn & contribute to all of the below areas. Over time you will be taking ownership & accountability of various pieces as you grow.

- **Capital raising;** provide key support on investment processes spanning multiple geographies and financing instruments. This includes building and analyzing financial models, preparing transaction materials such as teasers, information memoranda and pitch decks, and managing data rooms and due diligence processes end-to-end.
- **Strategic planning;** Contribute to the analysis and evaluation of Kelp Blue's growth opportunities, including new product lines, revenue models, cost initiatives, and market entry. Deliver clear, well-reasoned conclusions and recommendations directly to the management team
- **Investor relations;** Help develop and maintain Kelp Blue's investor relations function. This includes translating complex financial and strategic information into compelling narratives for shareholders, drafting investor updates and reporting materials, and supporting consistent communication across the investor base
- **Internal consulting;** Act as an analytical resource for teams across the business. Step in to provide modelling, research, or presentation support wherever it's needed. The goal is to help every part of Kelp Blue make better decisions and get more out of the tools available to them
- **Data collection and analysis;** Design, improve and maintain the systems that keep information flowing across the company. This includes building tools for expense reporting, financial forecasting, budgets, and operational data tracking — making internal finance processes more robust and easier to work with

## Skills & Qualifications

- Master's degree - or equivalent experience - in a quantitatively rigorous field such as finance, business, engineering or science
- Excellent analytical and problem-solving skills with ability to apply in a business setting
- Strong communication and interpersonal skills
- Fluent in English with an international mindset
- Curious, proactive, and eager to learn in a fast-paced environment
- Strong knowledge of MS Excel and familiarity with MS PowerPoint
- Motivated by environmental impact and Kelp Blue's mission

## What we offer

- Participation in our employee stock option plan - we want everyone building Kelp Blue to share in what we create
- Learn by doing; you'll be thrown into live transactions and strategic projects from the start
- Room for initiative and independent work
- Grow both your technical toolkit and your ability to work across a diverse, fast-moving international team
- Our Amsterdam office is a 5-minute walk from Amstel station, with daily team lunches and regular activities
- Working at the frontier of ocean restoration and sustainable agriculture

## **How to apply**

Please send a motivational letter and CV with “Junior Analyst” in the subject line to [newkelpies@kelp.blue](mailto:newkelpies@kelp.blue) by 19 June 2026

Or reach out directly to the recruiting lead Sarel Niese at [sarel.niese@kelp.blue](mailto:sarel.niese@kelp.blue)