

PEMBA BLUE LTD.

VACANCY ANNOUNCEMENT

Job Title: Finance Manager
Location: Zanzibar
Employment Type: Full-time

About Pemba Blue Ltd

Pemba Blue Ltd. is a Tanzanian-Swiss joint venture start-up developing sustainable, seaweed-based products across agriculture, food, and consumer goods for international markets. Our mission is to harness the power of ocean resources for environmentally responsible solutions - from biostimulants and animal nutrition to functional foods and beverages.

Role Overview

We are looking for a capable, detailed-oriented Finance Manager to lead the company's financial function. This role goes beyond accounting to include financial planning, strategic decision support and operational finance in a fast-growing, sustainability-driven startup focused on seaweed-based products. The Finance Manager will act as a key partner to senior leadership, ensuring financial discipline, transparency, and scalability as the company grows.

Key Responsibilities

Financial Strategy & Leadership

- Lead financial planning, budgeting, and forecasting processes
 - Provide financial insights to support growth, expansion, and product development
 - Partner with the CEO and Executive Chairman on key business decisions
 - Develop and implement financial systems, controls, and processes suitable for scaling
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Financial Reporting & Control

- Maintain company accounts
 - Prepare monthly, quarterly, and annual financial statements
 - Ensure accuracy, integrity, and timeliness of financial reporting
 - Establish and maintain strong internal controls and compliance
 - Manage audits and liaise with external auditors
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Cash Flow & Treasury Management

- Manage company cash flow, liquidity planning, and working capital
 - Optimize capital allocation across operations, production, and R&D
 - Monitor burn rate and runway in line with startup growth plans
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Costing & Unit Economics

- Develop detailed cost models for products and manufacturing processes
 - Analyze margins, pricing strategies, and profitability by product line
 - Support operational teams in improving efficiency and reducing costs
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Compliance, Tax & Governance

- Ensure compliance with all financial regulations and tax obligations
 - Manage any exemption certificates and tax filings
 - Maintain financial documentation
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Team & Process Development

- Build and manage the finance function, including junior accountants as the company grows
 - Implement accounting systems (e.g., Xero, QuickBooks, ERP as needed)
 - Establish scalable processes across procurement, inventory, and financial reporting
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Qualifications & Experience

- Bachelor's degree in Accounting, Finance, or related field (Master's is a plus)
 - Professional certification required (CPA, ACCA, CFA, or equivalent)
 - A minimum of 6 years of experience in finance/accounting, with at least 2 years in a leadership role
 - Strong financial modeling and analytical skills
 - Experience in startups, manufacturing or export business is highly preferred
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Preferred Skills

- Strategic thinking with strong commercial awareness
- Advanced financial modeling and Excel skills
- Strong knowledge of accounting standards and tax regulations
- Ability to translate financial data into actionable insights
- Fluency in English and Swahili

What We Offer

- Leadership role in a high-growth, mission-driven company
- Direct exposure to strategic decision-making
- Opportunity to shape the financial foundation of a scaling business
- Competitive salary commensurate with experience

How to Apply

Please send your CV and a short cover letter outlining your experience and interest in sustainable innovation to: **info@pembablue.com**