

THE OR FOUNDATION

Commercialisation Specialist- Job Description

Title: Commercialisation Specialist

Location: Adabraka, Accra (Near Kantamanto Market)

Terms: Full-Time (40 hours/week)

Starting Salary: US\$1,600/month (gross)

Benefits: One month paid leave/year, SSNIT/health insurance benefits

Reports to: Executive Producer

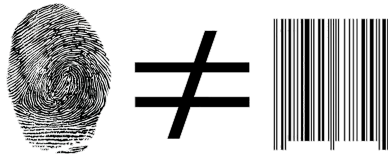
About The Or Foundation

Since 2011 The Or Foundation has worked at the intersection of education, environmental Justice and fashion innovation to identify and manifest alternatives to the dominant model of fashion, alternatives that bring forth ecological prosperity as opposed to destruction to allow citizens to form relationships beyond their role as consumers. Today, this work is centred primarily in Accra, Ghana, where we operate in solidarity with the world's largest secondhand clothing market to catalyse a Justice-led circular textiles economy. Our collective team works across three distinct levels of programming. We offer critical relief to members of the secondhand market ecosystem in Accra, from direct grants to help rebuild after fire outbreaks to wrap-around job training and immersive support for young women to transition out of conditions of modern-day slavery. We develop and bring to life new pathways to transform waste material into economically and ecologically useful products and systems, from business incubation for upcyclers to experimental design with bioreactors. We conduct extensive environmental and socio-economic research to inform strategy, policy, and action at both the local and global level, bringing awareness of waste colonialism into classrooms, boardrooms, and legislative sessions through media, scientific publication, as well as coalition and delegation trips that build bridges beyond single stories and across perspectives.

Our team is as diverse as our programming, with members joining the organisation from within our communities of impact and throughout Ghana, and others coming from France, and the USA. We are registered as a nonprofit and non-governmental organisation in the USA and in Ghana respectively.

About The Role

The Or Foundation is seeking an inspired strategic innovator with tangible experience bringing Made-in-Ghana products to local and international markets. The new position of Commercialisation Specialist at The Or Foundation connects between our product development operations, our business incubation programs and our digital campaigns team as a key driver to connect emerging upcycled, remanufactured and recycled products with

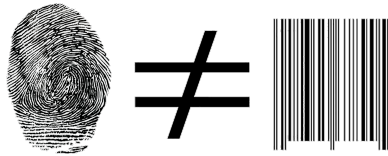


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customers through both B2B and B2C sales channels. From logistics and unit packaging standardisation to sales outreach and customer order support, the Commercialisation Specialist will engage across organization initiatives to help foster new markets for businesses emerging from the Kantamanto Market ecosystem in Accra, Ghana. While the role requires making sales pitches and supporting the dissemination of marketing materials, most critically the Commercialisation Specialist will apply systems thinking approach to the tangible development of commercial operations contributing to significant revenue for program participants within the first year on the job.

Key Responsibilities

- Along with retail leads and The Or Foundation's web team, identify and implement an inventory management and point-of-sale system(s) suitable for the various initiatives for which The Or Foundation is providing backend support. This includes tracking customer information to support timely order fulfillment, production planning and cross-brand symbiosis.
- Coordinate with production teams, including independent designers and brands emerging from The Or Foundation's incubation programs, to schedule production, logistics and product storage as may be relevant, ensuring cohesion across marketing campaigns and product availability.
- Develop, source, coordinate and inspect packaging and display materials for multiple product lines at a standard representing organizational values and a global flagship for sustainable re-use and remanufacturing.
- Create and implement standard operating procedures for multiple logistics scenarios, ranging from on-demand production for B2C customers to warehoused inventory for B2B partnerships on both a consignment and wholesale basis.
- Liaise with third-party logistics providers to ensure efficiency throughout product distribution systems.
- Support product line and brand development commercialisation strategies.
 - Conduct market research and product testing.
 - Inform and support the implementation of product and brand narratives and identities based on targeted customer engagement strategies.
 - Work closely with the web and digital teams to optimize search engine optimization wherever relevant.
- Provide support during major sales events and pop-ups, including pre and post-event communications and customer followup.
- Troubleshoot customer service issues (both B2B and B2C) with a solution-oriented mindset in a manner that mitigates recurrence.



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- Inform overall commercial strategy based on data and industry standards while also supporting The Or Foundation to chart an alternative pathway rooted in sustainable product design and holistic ecosystem education.

Qualifications

- A university level degree in marketing, logistics, business or a related field.
- A minimum of 5 years experience in commercial operations, including customer facing experience and dedicated work on international product lines.
- Retail/e-commerce experience is preferred. B2B sales or buying experience is a requirement.
- Proven familiarity with inventory management systems or major ERPs.
- Meticulous attention to detail with a commitment to high-quality work that adheres to brand standards and customer experience best practices
- Familiarity with sustainable or circular economy products is preferred.
- Prior experience coordinating with local & international logistics providers or fulfillment hubs.
- Proficiency with spreadsheets and word processing is a requirement, and familiarity with Google Suites is strongly preferred.
- Project Coordination & Analysis: excellent organizational skills, with the ability to handle multiple projects simultaneously and to meet tight deadlines, while applying strong analytical skills for continued process improvement.
- Communication Skills: Strong interpersonal and communication skills, capable of expressing ideas clearly and collaborating effectively with remote teams
- Learning Mindset: Open to feedback, conducting research and eager to grow.
- Interest and alignment with not-for-profit mission.
- Must be able to work from Adabraka, Accra. The ability to travel internationally is beneficial.
- The ability and willingness to work in a start-up, evolving, fast-paced, team environment.

How to Apply

Please send your CV, portfolio and cover letter to team@theor.org with the subject line "Commercialisation Specialist" for our consideration. The position will remain open until filled.

The Or Foundation is an equal opportunity employer and does not discriminate on the basis of gender, sexuality, race, religion, national origin, or disability.