

Manager, Organics Development (HumaPost)

Location: *Alberta, Canada*

Job Type: *Full-Time*

Compensation: *Competitive and based on experience*

Lead Market Development for Humic-Enhanced Compost

Build a New Market in Organics and Agriculture

Black Earth develops advanced soil and crop input technologies built from the world's highest quality Humalite deposit in Alberta, Canada. This unique resource produces highly active humic substances with exceptional purity and consistency. Our technologies improve nutrient efficiency, soil structure, and crop performance under real field conditions.

We are expanding into organics with HumaPost, a humic-enhanced compost designed to improve composting performance and increase the value of the finished product. We are seeking an experienced commercial leader to build this market from the ground up.

This role focuses on developing supply partnerships, structuring commercial agreements, and establishing a scalable model for growth.

Position Summary

This role is responsible for building the commercial network for HumaPost.

The successful candidate will identify and secure compost partners, structure licensing agreements, and establish long-term supply through humalite offtake. The role also supports early market development for the finished product to ensure partner success and long-term adoption.

This is a market-building role focused on execution and results.

Essential Duties and Responsibilities

Partner Development and Market Build

- Identify and engage municipal and private compost operators
- Build relationships with decision makers in organics, waste, and agriculture
- Develop a pipeline of partners within target geography

Commercial Development

- Develop and present commercial proposals
- Structure licensing agreements and supply models
- Negotiate and close commercial partnerships

Supply and Execution

- Secure humalite offtake agreements tied to each partner
- Work with internal teams to ensure successful implementation
- Support early demand development for finished compost products

Growth and Expansion

- Establish a repeatable model for scaling partnerships
- Support expansion into new regions as the platform grows

Education and Experience

- 10 or more years of commercial experience
- Proven ability to build or expand a market
- Strong negotiation and deal structuring skills
- Experience selling into operational businesses
- Experience managing long sales cycles
- Experience taking a product or process from first concept to first commercial adoption is preferred
- Post-secondary education in business, agriculture, environmental science, or a related field is considered an asset
- Background may include waste, composting, agriculture, industrial markets, or other sectors with strong commercial execution

Skills/Competencies

- Strong commercial communication with senior stakeholders
- Effective problem solving that advances deals
- Ability to manage multiple opportunities and priorities
- Builds trust quickly with operators and partners
- Strong negotiation and deal closing ability
- Self-directed with high ownership of outcomes
- Proven ability to move from first conversation to signed agreement

How to Apply

Please submit your resume or CV along with a cover letter outlining relevant formulation experience to crwilliams@westmetgroup.com