

Position Title: Chief Executive Officer

Reports to: Board of Directors

Reporting to this position: Vice President/Directors of, Sales & Marketing, R&D, Finance, Commercial Development and Administration.

Location: Denver, Colorado

COMPANY DESCRIPTION

Oberon FMR is an early stage, venture capital backed, aquaculture feed company located in Denver, Colorado. The Company develops, manufactures, and sells proprietary high protein feed products for use in the aquaculture industry. Oberon FMR, is preparing to produce a cost-effective, sustainable protein meal to serve as a replacement ingredient for fish meal in feeds for the aquaculture industry – a consumer of more than \$4.0B in fish meal annually. The company is currently negotiating with a large global brewing company to open its first commercial plant using the brewery waste water as the raw materials to produce product. Over the next five years, Oberon plans to open five production facilities, delivering \$25 million of revenue and positive earnings in 2013.

Given the outstanding commercial potential of the enterprise, we seek to attract a world class CEO to lead all aspects of the Company.



JOB SUMMARY

The CEO of Oberon is responsible for the global success of the Company and for building shareholder value, and interacts with the Board to ensure strategic programs meet business and scientific objectives. The CEO has responsibility for management and day-to-day operations, including R&D, manufacturing, sales and marketing, and finance. The CEO will set individual and corporate objectives for each of these areas, work with department heads to achieve those objectives, and hold the team accountable for completion of tasks and responsibilities related to those objectives. The successful candidate will have a proven track record of raising capital for early stage companies, and demonstrated ability to interact positively with several types of large manufacturing firms. One of the main responsibilities for the CEO will be to manage and oversee commercial development, as the company moves from a startup company to a commercially viable and growing enterprise.

REQUIREMENTS

- Minimum of 5 years experience in senior management position in companies involved in manufacturing of perishable food products, feed, pharma, or similar.
- Minimum Bachelor's Degree with MBA or equivalent preferred.
- Prior experience in building a successful company from a start-up environment.
- Proven ability to lead a Company to positive financial results.
- Ability to establish and successfully manage relationships with food processor and feed manufacturing companies.
- Experience and demonstrated ability to build teams around company mission.

COMPETENCIES

As CEO, this individual demonstrates critical competencies in the following broad categories: leadership, commitment to results, and business savvy in a global food and feed manufacturing industry.

- Commitment to results – The CEO is goal driven, action oriented and innovative; is able to translate broad goals into achievable steps; is a self-starter; is action oriented and innovative; anticipates and solves problems and takes advantage of opportunities.
- Business savvy in a global industry – The CEO must have knowledge and experience in management and administration, in areas of manufacturing, compliance, finance and personnel, planning and evaluation and oral and written communications. A high level of personal skills is required to make formal, persuasive presentations to groups. Knowledge of senior management in global feed and food processing companies would be preferable.
- Leadership - The CEO shares the values, mission and vision of Oberon and consistently displays integrity, models behavior, and influences and motivates people.
- Background in or ability to understand technical and microbiological processes and to manage R&D.



ACCOUNTABILITIES

Mission, policy and planning:

- Works with the Board to develop strategic and tactical plans.
- Keeps the Board fully informed on the condition and workings of Oberon, and the market and industry it competes in.

Management and administration:

- Manages day-to-day operations (sales & marketing, R&D, finance, commercial development and administration) and ensures a smoothly functioning, efficient organization.
- Ensures adequate organizational structure in which people who perform and assess quality have the necessary authority, responsibility, independence, and resources
- Ensures a work environment that supports quality staff
- Specifies accountabilities for management personnel and reviews and evaluates performance regularly
- Manages the operations involved in taking Oberon products through the US and International regulatory processes to market.
- Manages US and International market entry strategy, sales and marketing/ distribution plan, including partnering.
- Ensures the filing of all legal and regulatory documents and monitoring of compliance with relevant US and International laws and regulations.
- Manages the R&D program to ensure focused development of new products and Intellectual Property

Board of Directors:

The CEO will have a seat on the board of directors, and works with the Board to enable the Board:

- To fulfill its governance functions.
- On strategic and tactical issues.
- To get the best thinking and involvement of each Board member.

Financing:

- Oversees the fiscal activities of the organization including budgeting, reporting and audit.
- Works with the Board to ensure financing to support short-and long-term goals.
- Coordinates the company's financing activity.

**Audit:**

- Ensures internal and external audits are completed successfully and on time.
- Ensures individuals who do not have direct responsibility for the matters being audited are the ones performing the audits.

Personnel:

- Establishes a culture conducive to recruiting, training and retaining the highest quality personnel for the position.
- Hires employees with the necessary skills, knowledge and ability to apply regulatory requirements to minimize the risk to patients and device users of Oberon products.
- Ensures training is provided to adequately perform assigned responsibilities
- Reviews and evaluates employee performance consistently and works with the Board to create appropriate incentives for employees to be aligned with company goals

Working Environment:

- The CEO is responsible for creating and supporting an environment of individual empowerment and accountability in company culture, a place where individual capabilities are utilized and complemented in order to create a team environment that is creative, challenging, and enjoyable.

Physical Demands/Working Conditions:

- This is a high-stress position based on full responsibility for the Company.
- Hours may be long and irregular.

COMPENSATION

The CEO will be awarded a competitive base salary and performance bonus; however, the primary vehicle for wealth accumulation will be in equity participation in this pre-public enterprise.

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