

## Job Description – Fertilizer Trader

### Position Information

Position	Fertilizer Trader
Location	Dubai, UAE Working from office in person
Reports To	Chief Executive Officer
Employment	Full Time
Start Date	Immediately
Experience	Minimum 15 years
Salary Range	Base + Heavy Structured on P&L share
UAE Employment Visa	Provided
Medical Insurance	Provided

### Job Purpose and Objectives

Maximize profitability and manage risks associated with trading fertilizer products. To achieve financial targets, minimize risk exposure, and ensure compliance with regulations while staying informed about market dynamics and fostering key relationships within the industry.

### Roles and Responsibilities

- Deliver profitable Trading Desk with management of P&L
- Develop Fertilizer Business with a detailed commercial strategy across a full range of products and markets, including Africa
- Develop and execute physical and hold trading strategies
- Generate new business development
- Manage and grow deal pipeline
- Bring along and foster a proven network of relationships in international & domestic buyers, negotiate sales terms, and ensure all aspects of physical risk are covered in export cargo transactions
- Develop and maintain key relationships with suppliers and customers
- Negotiate favourable terms and agreements with counterparties
- Develop the commercial portfolio of physical trades in company
- Full knowledge and understanding of regulatory rules in both physical and financial fertilizer markets and potential impacts if these rules change
- Identify, assess, and mitigate trading risks, including market risk, credit risk, and operational risk
- Create value from logistics and storage plays (where market structure supports it)
- Make critical trading decisions, including timing and volume of trades, based on analysis and market conditions
- Evaluate and react to market news and events that may impact fertilizer product prices
- Ensure that all trading activities adhere to relevant laws, regulations, and industry standards
- Execute trades in a timely and efficient manner

- Maintain accurate records and reporting in compliance with regulatory requirements
- Utilize hedging strategies to protect the company from adverse price movements

## Requirements

- Strong experience and proven track record in fertilizer trading
- Deep understanding of fertilizer markets globally
- Established relationships with fertilizer network, suppliers and customers
- Ability to develop and materialize deal pipeline
- P&L experience
- Experience developing trading desk
- Experience managing risk on physical trades to ensure profitability
- Experience with freight, costs and must have contacts in industry
- Proficiency in trading techniques, strategies, and tools used in the fertilizer products market
- Proven command of contracting, logistics and shipping pillars needed to back trades
- The job holder must demonstrate Licena's core values in all they do when representing the company internally and externally

## Experience

- Track record of building and leading a successful fertilizer trading desk in a significant organization with global experience
- Proven evidence of delivering positive P&L results from previous credible organization
- Ability to manage P&L and report on financial results
- Knowledge of Africa trading essential
- Proven experience of sources in market for fertilizer products
- Proven evidence of strong global customer demand base
- Deep understanding of fertilizer flows, including storage/warehousing positions, and inter country logistics – port, rail and road
- Technical understanding of the relationship between large deliveries and term/tender contracts and pricing
- Knowledge of macro and micro economics and how these fertilizer commodity pricing over the seasons

## Values

- Integrity
- Strong Communication
- Entrepreneurial
- Relentless & Hard Working
- Commercial Acumen
- Customer Skills

## References

Must be able to show credible references across:

- Previous Employers
- Previous team members
- Customers
- Suppliers

## About Licena

Licena DMCC is an independent physical commodities trading company based in Dubai with a disruptive approach to the market.

Licena's business model is built on risk management model to ensure we deliver superior results on our trades.

## Licena Values

<b>Human leadership</b>	We strive to lead by example, promoting empathy, respect, and inclusivity in our interactions with employees, partners, and stakeholders.
<b>Performance</b>	We focus on achieving and exceeding targets, continually improving our processes, and maximizing efficiency in our trading operations.
<b>Excellence</b>	We set high standards for ourselves and our team, emphasizing quality in our trading practices, customer service, and overall operations.
<b>Integrity</b>	Integrity is a fundamental value for us at Licena. We prioritize ethical conduct, honesty, and transparency in our business dealings.
<b>Discretion</b>	We handle sensitive information with utmost care and ensure the privacy and security of our clients, partners, and stakeholders.