

— **Managing Director**
Starch Europe



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The European Starch Industry Association, Starch Europe, represents the interests of the EU starch industry both at European and international level, with the aim of ensuring a continued safe, high-quality and sustainable supply of starch-based ingredients, plant-based proteins and fibres, in a fair and competitive environment.

The European Starch Industry Association, Starch Europe, is the trade association which represents the interests of the EU starch industry both at European and international level. Its membership comprises 30 EU starch producing companies, together representing more than 95% of the EU starch industry, and, in associate membership, 6 national starch industry associations.

European starch industries are essential suppliers for many food and industrial sectors. The European starch industry's contribution to the European economy is undeniable, and multifaceted. Starch producers process over 25 million tonnes of EU grown agricultural raw materials spanning maize, wheat, potatoes, barley, rice and peas, thus serving as an important market for European farmers. The EU starch industry generates revenues of €7.5 billion annually, and provides almost 16,000 direct jobs - primarily in rural areas - through its 71 plants across 20 EU member states.

These plants produce roughly 11 million tonnes of starch and starch derivatives, as well as over 5 million tonnes of plant-based proteins and fibres, used for food, feed and industrial customers.

However, the multiplier effect of starch on the EU economy goes well beyond direct

jobs and production. In simple terms, without our starch derivatives such as glucose the production of drip bags for hospitals is not possible, without starch the production and recycling of paper and cardboard is not possible; without plant-based proteins, vegetarians and vegans would lack an important alternative to animal proteins in a vast array of meat and dairy alternatives and animal feed itself would lack the essential nutrient to keep European livestock healthy; baby food would be lacking an essential energy source for infants without maltodextrins; our plant-based ingredients provide alternatives to animal-derived or synthetic ingredients in skin care products and cosmetics; our biobased ingredients serve as vital alternatives to fossil-based products in a wide number of industrial applications, including bioplastics and biochemicals. The list of sectors and products relying on our ingredients is vast.

The starch sector helps its customers by providing a versatile portfolio of up to 600 essential ingredients, ranging from native starches, modified starches, liquid and solid sweeteners to oils, proteins and fibres. Many of these ingredients also contribute to making the starch industry's customers more sustainable, as the examples above show.

Starch Europe supports the EU ambition of achieving climate neutrality by 2050 as outlined in the EU Green Deal and the overall framework of the Fit for 55 Package. EU starch producers have long been engaged in efforts to lower their environmental footprint. The sector launched a Decarbonisation Roadmap in late 2022, committing to achieving a reduction in scope 1 and 2 GHG emissions per tonne of starch (starch equivalent – commercial basis) of 25% between 2019 and 2030.

The European starch industry, as a pioneer providing ingredients and solutions to all four outlets - food, feed, industrial and energy - is a strong actor and firm supporter of the bioeconomy. Starch Europe advocates for the shift to biobased products and processes to strengthen both Europe's agri-food value chain and economic resilience, reducing dependency on fossil fuels and non-renewable resources. It is also thanks to the bioeconomy that the Starch industry can be circular and zero-waste.

Decades of innovation by industry result in all parts of the EU-grown agricultural raw materials we process being used today across food, feed, industrial and energy outlets sustainably.



Starch Europe is seeking a dynamic and highly motivated new Managing Director. This role is ideal for a leader with a passion for EU affairs, agriculture and organizational leadership.

Role

Strategic Leadership:

- Develop, together with the Executive Committee, the association's strategic vision and lead on its implementation.
- Collaborate with the Executive Committee to set goals and objectives.
- Represent the association in high-level meetings with policymakers and stakeholders.
- Presentations and speeches in public fora.

Operational Management:

- Create annual work plans and advocacy strategies in consultation with staff and members.
- Animate a team of experts within Starch Europe. Manage human resources, including performance evaluations, and personal development.
- Ensure compliance with statutes and applicable legislation as well as financial management of the association.

Advocacy and Networking:

- Champion the association's political agenda and the sector as a key contributor to sustainable food systems and the bioeconomy.
- Foster collaboration within the starch community – corporate and trade association members
- Build relationships with industry partners, EU policy makers, and other stakeholders.
- Regularly report to the Executive Committee

Requirements

- Strong experience in leadership roles which included policy advocacy on behalf of a company or a trade association with demonstrable policy outcomes
- Senior figure with 10 to 15 years minimum relevant experience, including extensive interaction with EU institutions.
- A dynamic public affairs professional with business acumen and ability to learn rapidly and assimilate knowledge and insights from the industry
- Exceptional strategic planning and execution abilities.
- Experience in agri-food policy issues and an existing Brussels network are a plus.
- Commitment to work in collaborative ways; strong diplomatic skills and the ability to create the best possible conditions for cooperation.
- Team spirit and the ability to work in a team.
- Leadership skills to manage a small secretariat team and mobilize and engage the full membership – companies and national associations both as a team leader and a team player, able to coach, motivate and support the team.
- Highly motivated to work on politically complex and sensitive issues.
- Strong communication, presentation and interpersonal skills.
- Organisational, administrative and budgetary management skills.
- Enthusiasm, motivation and initiative.
- Fluent and persuasive public speaker in English.



Recruitment Process



If you wish to apply for this exciting position, please send your CV and a motivation letter to the Executive Search team at Dober Partners (contacts below), as soon as possible to qualify for interviews with the Selection Committee in September 2024. Starch Europe is an equal opportunity employer and welcomes applicants from diverse backgrounds.

Mark Dober

M: +32 477 950 466

→ mark@doberpartners.com

Natalia Kurop

M: +32 488 945 579

→ natalia@doberpartners.com

www.doberpartners.com



Dober Partners
Executive Search
& Consultancy