



— **Secretary General**
European Bioplastics Association

european**bioplastics**



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The European Bioplastics Association is recruiting a new Secretary General to lead the organisation and the European bioplastics industry in an ambitious effort to dramatically expand the use of bioplastics as an urgently needed global sustainability solution.

Founded in 1993, today EUBP is the largest European forum for bioplastics companies, representing over 80 industry leaders.

Bioplastics are not just one single material. They comprise of a whole family of materials with different properties and applications. According to European Bioplastics, a plastic material is defined as a bioplastic if it is either biobased, biodegradable, or features both properties.

The term 'biobased' means that the material or product is (partly) derived from biomass (plants). Biomass used for bioplastics stems from, for example; corn, sugarcane, or cellulose.

The term biodegradable means that a material is designed and certified to biodegrade in a certain amount of time under certain conditions, such as in an industrial environment (compostability), or in soil or water (soil or marine biodegradability).

Our mission is to focus the innovations and resources of the European bioplastics industry to grow the adoption of bioplastics as an urgently needed sustainability solution.

Encouragingly, bioplastics offer many advantages, making them a healthy and sustainable choice:

- Reduced Environmental Impact: bioplastics can be bio-based and help reduce greenhouse gas emission and support the fight against climate change
- End-of-Life Options: bioplastics can be recyclable, compostable, or biodegradable in specific environments, offering various end-of-life options that contribute to sustainable waste management and the fight against plastic pollution
- Health and Safety: certification ensures bioplastics are safe and have undergone toxicity and safety screening before entering the market
- Marketability: bioplastics improve product appeal for environmentally conscious consumers

Role

EUBP seeks a proven entrepreneurial Secretary General to lead the organisation through a restructuring exercise aimed at achieving ambitious organisational and engagement goals. They will help us address the challenges and opportunities facing our sector and drive significant market growth of bioplastics over the next decade.

Key aspects of the role are as follows:

- Strategic Planning and Execution. In consultation with the board, members and key stakeholders, set up the organisation's strategy with a focus on a clear execution framework around a focused set of performance metrics. Ensure KPIs encompass both financial and nonfinancial measures as well as organisational development to develop a culture of science-based decision making and rapid strategic analysis as well as continuous improvement.
- Talent Management. Attract, retain, and develop a world-class team; establish an environment that is supportive, transparent, inclusive, diverse and accountable.
- Financial Management. Zero base current budget based on business objectives. Develop a 5-year itemised financial projection in alignment with business goals and ensure transparent, accurate reporting.
- Revenue. Develop growth membership strategies to create new earned income sources. Foster and maintain a robust relationship management system to ensure positive member engagement.
- Change Management. Lead the organisation's transition from a successful technical and knowledge sharing think tank into a new entrepreneurial driver of market growth and social impact.

- Ambassador and Spokesperson. Serve as the organisation's chief spokesperson and maintain positive, productive relationships with our many members, global peer groups, as well as government representatives and diverse stakeholder groups. Establish and nurture new relationships and partnerships in alignment with business goals and strategy.

Qualities

Our next Secretary General will provide evidence of success around the following qualities, skills and characteristics:

- Relationship Focus. A history of empathetic and productive networking and relationship building among diverse constituencies.
- Integrity. An unquestioned commitment to the highest ethical professional and personal standards; a record of fostering respect and collaboration among diverse team members; a commitment to workplace diversity.
- Commitment. Driven by the social impact of our mission and inspired by the vision of a healthy, prosperous future that will result from achieving our business goals.

Qualifications

- A convincing track record of leading new, complex, multi-faceted initiatives to successful outcomes.
- Demonstrated record of P&L management that drives sustained growth and fluency with accounting principles and practices.
- Proven ability to navigate through uncertain and ambiguous environments.
- A record of collaborative partnership with corporate governance and diverse stakeholders.
- Ability to navigate among corporate, academic and NGO cultures.
- Ability to effectively motivate, develop and lead the work of others in a dynamic, complex and fast-paced work environment
- At least 12 years of public affairs experience in an EU institution, in the private sector, a consultancy, not-for-profit organisation, a national government administration (or a combination of any of the above).
- Excellent knowledge of EU decision-making processes and stakeholders.
- Excellent communication and interpersonal skills.
- Ability to work under pressure and on multiple assignments.
- Ability to manage and lead small teams, including nurturing professional development.
- Native or near-native level of English (oral and written) is required; ability to communicate in at least one additional EU official language is an asset.
- Existing permission or the right to work in Belgium.

Location

This role is based in Brussels and will require significant travel and in-person meetings.



Recruitment Process



The specialist executive search firm Dober Partners has been retained to draw up a shortlist of prospective candidates against the criteria set out in this document, and using their discretion and expertise to recruit a new SG of the European Bioplastics Association, together with the Board.

Please send your CV and motivation letter to:

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