



Job
profile

GMP+[®]

International

Managing Director

ML



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The organisation

The company

GMP+ International was founded by the Dutch feed industry in 1992, implementing Good Manufacturing Practices (GMP) in a certification scheme for feed safety. Today, GMP+ International is a not-for-profit organisation with over 19,000 GMP+ certified companies in 90 countries. GMP+ International is the world's largest scheme for safe and sustainable animal feed.

The GMP+ Feed Certification scheme offers uniform international standards to produce safe feed, and a growing set of international standards for sustainable feed. The scheme consists of two modules: GMP+ Feed Safety Assurance (GMP+ FSA) and GMP+ Feed Responsibility Assurance (GMP+ FRA) for sustainability.

These standards cover the whole feed chain, from production and trade to transshipment and transport, to processing and storage. GMP+ works with 36 contracted certification bodies. Certified companies pay an annual fee. Emphasising both scheme quality and practical applicability, GMP+ relies on an comprehensive company database for transparent, sustainable and secure trading in the feed chain.

Recently, GMP+ initiated the GMP+ Academy. The Academy enables everyone in the feed chain to learn and share knowledge about feed safety and sustainability. GMP+ facilitates a digital platform where relevant knowledge is shared.

Vision, Mission and Strategy going forward

GMP+ prioritises daily efforts toward feed safety, envisioning universal access to safe animal-origin food. The mission encompasses ensuring not just safe animal feed but also safe and sustainable production methods that support food security and ecological balance.



The strategy focuses on deploying accessible certification schemes and ensuring ongoing community engagement through information sharing on feed safety assurance.

The values of GMP+ guide them in what they do and the choices they make. They are their guiding principles:

- *Leading: We have always taken the lead, and we continue to inspire our community to be forward-looking and take initiative*
- *Together: We achieve the best results for the entire feed chain by working closely with our community*
- *Practical: We create standards that work in the real world and can be applied in practice throughout the feed chain*
- *Valuable: Beyond certification standards, we add value by sharing collective insights and valuable services with our community*

Strategy going forward

In recent years, the organisation has diligently focused on enhancing its operational efficiency, establishing a robust foundation for future challenges. The forthcoming period will see a continued pursuit of their strategic objectives. These strategic goals have undergone meticulous review and refinement. GMP+ operates with the conviction that it offers the leading scheme, aiming to be the preferred choice for certifications. This is achieved through tailored regional strategies. This strategy can best be described by a number of key concepts:

- 'Build' signifies their commitment to increasing awareness
- 'Growth' embodies their aspiration for expansion
- 'Consolidate' involves their dedication to maintaining our foothold in core markets such as the Netherlands and Germany, whilst identifying promising growth markets such as Italy and Spain, Eastern Europe, Southeast Asia and Latin America

Collaboration with Certification Bodies underscores the focus on fostering conducive conditions, encompassing initiatives like bolstering brand visibility, capitalising on market opportunities, nurturing partnerships with industry leaders, and facilitating knowledge exchange.

Organisation and reporting lines

The organisation operates from its office in Rijswijk, employing around 30 individuals. With Roland van der Post stepping down as Managing Director this year, the search for a new Managing Director is underway.

GMP+ prioritises the continuity of activities aimed at enhancing feed safety and sustainability over profit maximisation. These activities are managed in a private limited company (BV) overseen by a supervisory board, meetings are four times per year. The shares of the BV are held by a foundation. This foundation has a General Meeting two times per year.

For more information, visit: www.gmpplus.org



Position

Role within the organisation

The management team (MT) at the central level holds the responsibility for both strategic planning and day-to-day operations. It comprises: the Managing Director, the Commercial Director, the Business Operations Manager, the Marketing & Communications Manager and the two Team Managers Scheme & Customer Service.

The Managing Director, serving as both the chairman and a member of the MT, reports directly to the General Meeting of Shareholders (AGM) and the Supervisory Board (SB). As statutory and sole director, he/she provides (day-to-day) hierarchical leadership, overseeing the organisation's daily operations and strategic direction.

Responsibilities of the position

In cooperation with the MT, the Managing Director guides GMP+ International to ensure its short- and long-term viability. Responsibilities include:

- Having the final responsibility for the strategy, budget, progress and operational outcomes, as well as allocating (financial) resources, facilities, and authorisations to the organisational units, and being the connecting link to the SB and AGM
- Managing the company's commercial position on an international scale, supported by the commercial director
- Formulating the three year strategy (positioning and direction). Ensuring full alignment of business operations, and directing its implementation including budgets, investment plans and risk management



- Determining, developing, deciding, and commissioning the strategy and related (new) commercial activities. Organising the GMP+ Feed Scheme policy (FSA and FRA) and ensuring the delivery of tasks, activities, contacts, and business outcomes. This includes risk management and monitoring
- Together with the MT, providing direction and hierarchical leadership to the operations and organisation. Implementing relevant HR policies
- Developing and overseeing (multi-)annual plans for the growth of the number of certified companies, scopes, and certification bodies, considering the reputation of GMP+ International
- Representing the organisation externally, especially in strategic engagements with relevant external networks, monitoring its reputation, and fostering (international) partnerships
- Ensuring attractive and safe working condition for employees
- Organising the MT, facilitating internal cooperation, and task division

Remuneration

The position has a fixed annual salary range of € 150,000 to a maximum of € 170,000. The salary depends on demonstrable knowledge, experience and success. In addition, the usual retirement, insurance and mobility schemes are offered, as well as a company car. The contract will be on a full-time basis.

It is estimated that the Managing Director will spend 20% of his/her time travelling internationally.



Candidate profile

General knowledge and experience

The Managing Director serves as the embodiment of GMP+, guarding its quality standards and mission. He/she possesses robust expertise in both general management and commercial operations, and knows how to apply it across diverse contexts. Commercial activities predominantly reply on consultative selling, often involving global travel. Strategic commercial experience is vital to lead the way in conjunction with the Commercial Director.

The ideal candidate seamlessly navigates stakeholder interactions and swiftly develops affinity with it. The focus will be on both external and internal engagement, collaborating closely with colleagues in Rijswijk. The role demands a fully-fledged interlocutor at various levels, equipped with energy, a good sense of proportion, a relevant network (or the ability to build one quickly), and the ability to forge meaningful connections. The Managing Director oversees digital service delivery, aligning efforts with GMP+'s overarching goals.

Personality & culture

Drawing from extensive experience and a dynamic personality, the Managing Director steers and motivates the internal organisation. He/she excels in setting clear objectives, navigating change, and implementing strategic and operational initiatives to build a solid organisation. Valuing the collective input and demonstrating leadership traits when called upon, fostering an atmosphere of inspiration and communication.

The ideal candidate likes to present him/herself to engage with external stakeholders, serving as a trusted dialogue partner. Possessing a wealth of international experience and an open-minded approach.



Key competencies for success

- Proven commercial skills
- Affinity with the agricultural (feed and/or food) sector
- Intrinsically interested in people and colleagues, a people manager, capable of motivating people
- Ambitious, pro-active and pragmatic
- Strategic and able to develop and communicate a vision
- Balanced, emphatic, open-minded and a good listener
- Relation-oriented and a bridge builder
- Decisive when necessary

Education

Higher vocational education (HBO) or academic education (WO), along with a minimum of 10 years of relevant work experience. Sector-specific knowledge in the feed or food domain is advantageous. Proficiency in English and Dutch is essential.



Procedure

Maes & Lunau Executive Search supports GMP+ International during the selection procedure for a Managing Director.

- Pre-selection is in the hands of Maes & Lunau, where an initial interview will take place
- CV presentation
- First round of interviews with the selection committee
- Second interview
- An assessment can be part of the selection procedure
- Checking references
- Terms of employment interview

Contact information

This search is being conducted by Michiel van Donselaar, consultant at Maes & Lunau. For more information about this position, please contact Josephine Berger, research consultant at josephine.berger@maeslunau.com or T 020-5356289.



Maes & Lunau: Beyond the obvious

We always go that little bit further in everything we do – go beyond the obvious. And why? Because every organisation needs an inspiring leader with unifying qualities and a clear vision. As an executive search firm, our aim is to play an important role in this by helping organisations to improve. This begins by understanding where the organisation wants to go, as well as getting a good sense of the culture, the people and the organisation itself. We will then work on creating a very clear profile which will form the basis for evaluating candidates. We are there for the candidate and the client when the ideal candidate starts in their appointment and continue to keep in touch long afterwards.

Insights in search

Our process is transparent. We say what we do, do what we say and never give up. During the process we hear and see many things and share this information with our clients and candidates. We provide insights in search. Sometimes, when we think a different choice of candidates can be more successful, we will endeavour to make our point by of course talking it through with the client and explain our reasoning.

Your success is what motivates us

Over the past 46 years we have felt responsible for the success of our clients and our candidates. This can only be done with professional and passionate people who are experienced, have the right skills and are genuinely committed. This is how we get results for the organisations and candidates we work for. We believe that success comes from the talent and drive people have. It goes without saying that there's nothing better than combining the success of our clients and candidates.