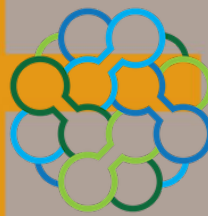


Job profile



biotech
booster

CEO

ML



The organisation

Biotech Booster

Biotech Booster is a national programme funded through the Dutch National Growth Fund (NGF), with € 246 million available to accelerate the translation of biotechnology innovations into societal and economic impact.

The programme supports researchers and entrepreneurs in bringing promising scientific discoveries to market more effectively and efficiently.

Biotech Booster operates across the full breadth of biotechnology, including red, green and white biotech, and focuses on innovations that contribute to major societal challenges such as the development of new medicines and therapies, sustainable food production, climate-resilient agriculture and industrial biotechnology applications.

By combining scientific excellence with commercialisation expertise, ecosystem access and investment readiness support, Biotech Booster addresses a critical gap in the innovation landscape: the transition from knowledge creation to market application. Since its inception, more than 70 projects have joined the programme and received funding, guidance and access to a broad network of experts and partners.

The organisation is entering a new phase of development as the focus will be shifting from establishment of the organisation and its programmes towards scaling impact, strengthening commercialisation activities and securing sustainable funding beyond the current funding horizon of 2030.



Strategy and objectives

Biotech Booster's ambition is to establish biotechnology as one of the most impactful drivers of societal progress and economic development in the Netherlands.

The programme actively identifies, funds and supports promising innovations and entrepreneurs, helping them navigate the pathway from scientific discovery to successful application.

The key strategic priority for the coming years is ensuring the long-term sustainability of Biotech Booster beyond the current NGF funding period.

This requires:

- demonstrating the programme's impact and making this visible.
- attracting additional national and European funding.
- expanding partnerships.
- exploring complementary financing models with public and private stakeholders.

In the first steps to entrepreneurship a separate legal entity is being established at the moment.

As the organisation continues to grow and expects to support a significantly larger portfolio of projects, strengthening its position within the Dutch and international biotechnology ecosystem will become increasingly important.

Organisation and reporting lines

Biotech Booster operates through a lean and agile central organisation of approximately 15 professionals, led by the CEO and supported by a COO and CBO.

The core team includes:

- a Programme Office responsible for operational programme management,
- commercialisation leads,
- communications, reporting and support functions.

In addition, Biotech Booster works through five national Thematic Clusters, covering:

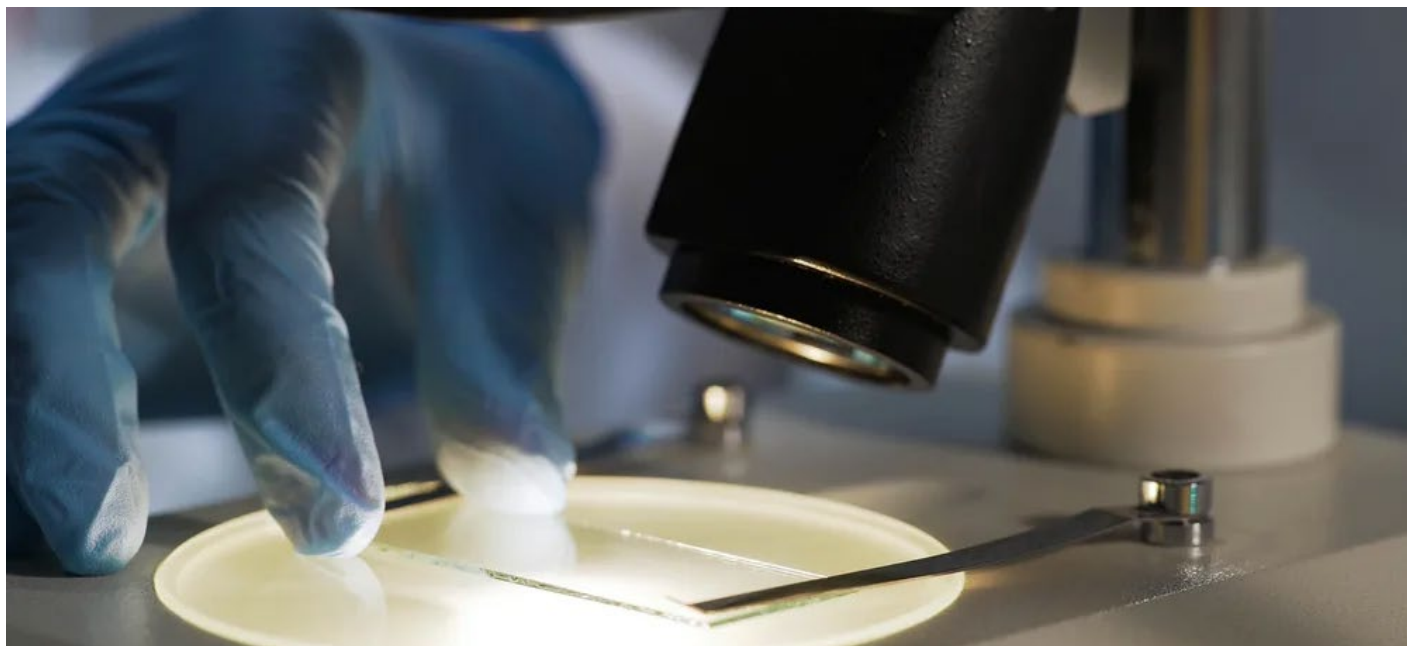
- Industrial Biotechnology
- Food & Agri
- Cell Therapy
- Diagnostics
- Small Molecules

Across these clusters, approximately 40 Business and Impact Developers are deployed through partner organisations, primarily universities and knowledge institutes. While these professionals do not report directly to the CEO, their activities are closely aligned with the programme's strategic objectives.



The program operates through five main funding streams:

- The central office and its staff;
- Approximately 40 business developers affiliated with institutes;
- Level 1 projects that receive direct funding from OCW;
- Level 2 projects in which Biotech Booster plays a leading role in supporting project leaders;
- Level 3 scale outs.



Position

Position within the organisation

The Chief Executive Officer (CEO) holds overall responsibility for Biotech Booster and leads the Management Team, consisting of the CEO, COO and CBO.

The CEO directly leads the core organisation and indirectly provides strategic direction to the wider network of Business and Impact Developers within the 5 Thematic Clusters.

The CEO reports to the Supervisory Board and serves as the primary executive representative towards the Board of Directors of Biotech Booster B.V.

Members of the Supervisory Board

- Jo Bury, chair
- Annemiek Verkamman, member
- Mirjam van Praag, member
- Susan Swarte, member

Members of the Board of Directors

- Margrethe Jonkman (Vrije Universiteit Amsterdam), representing Universiteiten van Nederland
- Timen van Haaster, hollandbio
- Joeri van den Steenhoven (Hogeschool Leiden), representing Vereniging Hogescholen
- Wiro Niessen (UMC Groningen), representing UMCNL



- Michel van Agthoven, Johnson & Johnson
- Wouter van Winden, dsm-firmenich

Members of the Management Team

- Nettie Buitelaar, current CEO
- Keshen Mathura, COO
- Marco de Boer, CBO

Purpose of the role

The CEO will guide Biotech Booster through its next stage of development and growth: He or she connects science, entrepreneurship, government and investment communities, while ensuring the programme continues to generate measurable societal and economic value.

The CEO will further position Biotech Booster as the leading national platform for biotechnology valorisation and will be focusing on securing the programme's long-term future beyond the current funding framework.

The role requires balancing operational oversight with visionary leadership, while maintaining strong relationships with stakeholders across the Dutch and international biotechnology ecosystem.

Key responsibilities and result areas

- Serve as the public face and strategic ambassador of Biotech Booster, building and maintaining strong relationships with key stakeholders and expanding the organisation's influence, visibility and network across the national and international biotechnology ecosystem.
- Set up entrepreneurial and new funding mechanisms with strategic partnerships such as VC's/angel investors etc.
- Hold overall responsibility for the performance, strategy and success of Biotech Booster and its ventures, projects and partnerships.
- Secure additional funding through national government programmes, European funding instruments and strategic public-private partnerships.
- Lead and develop the Management Team and foster a positive, collaborative and high-performing organisational culture.
- Define and execute a long-term strategy for Biotech Booster, including the transition towards a sustainable future beyond the current NGF funding period (2030).
- Ensure effective governance, decision-making and organisational development.
- Oversee programme performance, portfolio development and reporting.
- Support the continued professionalisation and commercial orientation of the organisation.
- Collaboration of Biotech Booster with universities, entrepreneurs, investors and other ecosystem partners.



- Promote the societal and economic importance of biotechnology and contribute to the visibility of the Dutch biotechnology sector and Biotech Booster.



Candidate profile

Required knowledge and experience

- Proven leadership experience within the (red, green or white) biotechnology sector.
- Approximately 15 years or more of relevant professional experience.
- Strong understanding of the biotechnology innovation process, from scientific discovery to commercialisation.
- Demonstrated experience in biotechnology entrepreneurship, business development and innovation.
- Experience operating commercially driven organisations and has at the same time a good feel for publicly funded environments and has the ability to relate to both.
- Knowledge of entrepreneurial funding mechanisms and grants and subsidy programmes at national and European level.
- Experience engaging with investors, funding organisations, family offices, health foundations or related stakeholders is highly desirable.
- Strong familiarity with the Dutch biotechnology ecosystem and a well-developed professional network.
- International biotechnology exposure and networks are considered advantageous.
- Broad understanding of biotechnology across multiple domains rather than a narrow specialisation.
- Experience with technology transfer, knowledge valorisation or related activities is beneficial.
- A PhD is not a strict requirement but is considered as an advantage, given the need to engage credibly with leading scientists and researchers.



Cultural fit and leadership style

The ideal candidate is an accessible and inspiring leader who enjoys operating at the interface of science, business, government and society.

The CEO is visible and likes to be visible, communicates clear and likes to step up to draw attention to the interests of the Biotech Booster, its relevance and its programs. He/She is a stakeholder and networker by nature, sees opportunities and knows how to capture those. Can make connections on all levels either it is governmental bodies, scientists and the world of profit and entrepreneurs and has the ability to bridge gaps between them. Quickly shifts from process to content and knows how to move forward in complexity.

The CEO is intellectually strong and capable of engaging in strategic discussions with scientists while simultaneously evaluating commercial opportunities and funding strategies. This leader combines ambition with pragmatism and shows solution-oriented thinking when faced with long development timelines and challenging processes. The ability to balance strategic vision with hands-on execution is essential. This person has a can-do mentality and combines a positive optimistic mindset with realism and high standards of professionalism.

Competencies

- Strategic leadership
- Stakeholder management
- Commercial insight/business acumen
- Scientific literacy and intellectual curiosity
- Political and organisational sensitivity
- Vision and long-term thinking
- Entrepreneurship and creativity
- Communication and influencing skills
- Public representation and ambassadorship
- Decision-making ability
- Resilience and perseverance
- Results orientation

Additional

- Based in the Netherlands and deeply familiar with the biotechnology landscape.
- Willingness to travel internationally.
- Strong affinity with the mission of accelerating biotechnology innovation and societal impact.
- Fluency in Dutch and English.



Procedure

Maes & Lunau executive search supports Biotech Booster during the selection procedure for the CEO.

- 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
- Follow-up interview
- Verification of references
- Final employment meeting

Contact information

This search is performed by Irene Wolfs, partner at Maes & Lunau. For more information about this position, please contact Madelief Kremer, research consultant via madelief.kremer@maeslunau.com or +31 (0)6 25 45 37 67.