



VACANCY

Strategy & Transformation Manager

Requirements

- 5 years' consultancy experience
- Strong strategic focus
- Excellent analytical and structuring skills
- Strong presenter, both written and spoken

Amersfoort Minimum of 5 years experience



Nobian, a PE-owned European market leader, produces salt, essential chemicals, and energy for construction and cleaning industries, pharmaceuticals and water treatment facilities. Their strategy is to realize its sustainability agenda, navigate high-energy cost market conditions, and identify M&A opportunities and this will be the responsibility of the Strategy and Transformation Manager.



Nobian

Nobian is a significant player in the European chemical sector, with an integrated value chain from salt mining and through transforming salt into chlorine, caustic soda, hydrogen, and other chlorinated derivatives, mainly through electrolysis. Nobian is also becoming more involved in energy transition efforts. For example, they're developing large-scale energy storage solutions using salt caverns, partnering with Vulcan Energy to enter the battery market, and establishing a position in the green hydrogen market through a joint HyCC venture.

With headquarters in Amersfoort, Nobian has 1,600 full-time employees across seven locations in The Netherlands, Denmark, and Germany. With an annual revenue of over two billion euros, they have demonstrated resilience during recent crises such as Covid-19 and the rising costs of energy crisis. Nobian is owned by investors Carlyle and GI, and has been operating independently from Nouryon in 2021.

While Nobian's production processes are energy-intensive, they minimize their environmental impact with a "Grow Greener Together" strategy. The company plans to become one of Europe's most sustainable chemical companies, and has set clear targets to achieve this goal. By 2040, Nobian plans to be carbon-neutral by scope one and two, and powered entirely by renewable energy. They are also collaborating with the Dutch government to explore options to successfully achieve carbon neutrality by 2030 by scope one in The Netherlands.



Shaping and executing the strategic agenda

Since becoming a standalone company in 2021, Nobian's leadership has been refining and executing its strategic agenda. The company faces several challenges, such as securing access to high-quality salt in the face of increasingly complex regulations and societal opposition to mining in The Netherlands. Nobian also aims to contribute to Europe's hydrogen energy ambitions by leveraging its expertise in electrolysis and salt cavern storage, while reducing its environmental footprint through energy-saving initiatives and cleaner energy sources. Additionally, they must navigate the recent surge in energy costs and strategically allocate capital for growth based on customer demand and existing sites.

While Nobian's strategic agenda has been defined over the past year, they still need ongoing refinement and further exploration. That's why Nobian wants to strengthen its technical and industry expertise with consulting capabilities that will help structure and effectively execute its plans.





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Strategy and Transformation Manager

Nobian is currently expanding its strategy team – consisting of top tier strategy consultants – with an additional Strategy and Transformation Manager. They will be an in-house powerhouse with a keen eye for execution. They will immediately take ownership of two to three key strategic areas and work with the business to gather data and prepare decision making. The classic strategy consulting toolkit will be invaluable; excellent structuring, prioritization, and clear communication are key. The Manager will work with company stakeholders, such as production, sales or R&D, under the guidance of the Director of Strategy and Transformation, former Principal at BCG.



This role is a solid growth opportunity for an experienced consultant with a strong strategic background. They will spearhead and deliver high-priority projects and get to know both Nobian and its leadership well. The role may be as a consultant / associate or a team leader / engagement manager. Their scope and responsibilities will be tailored to fit their background and expertise. Looking forward, the Strategy and Transformation Manager may expect a next step within the business on the production or commercial side, or potentially be empowered to be the future Director of Strategy and Transformation. Opportunities within other portfolio companies of Carlyle are also possibilities for future growth. ■

Interested? Nobian is working with Top of Minds to fill this vacancy. To express your interest, please contact Imke Peters at imke.peters@topofminds.com.



“Every week we spend up to three hours with the CEO and other members of the Nobian Leadership Team to discuss the strategic agenda. The Strategy and Transformation Manager will participate in these meetings. This will give them the opportunity to add tremendous value by exploring strategic possibilities for Nobian, as well as gain high exposure to the company’s leadership.”

– Stef van Hout, Director of Strategy and Transformation at Nobian