

Vacancy at Royal De Heus

M&A Manager



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Requirements

- Over 5 years of experience
- In corporate finance or M&A
- And leading M&A processes independently
- Experience in valuation, due diligence, and deal negotiation
- Proactive and hands-on with a results-driven mindset
- Excellent communicator and stakeholder manager
- Analytical, adaptable, and resilient team player



Ede

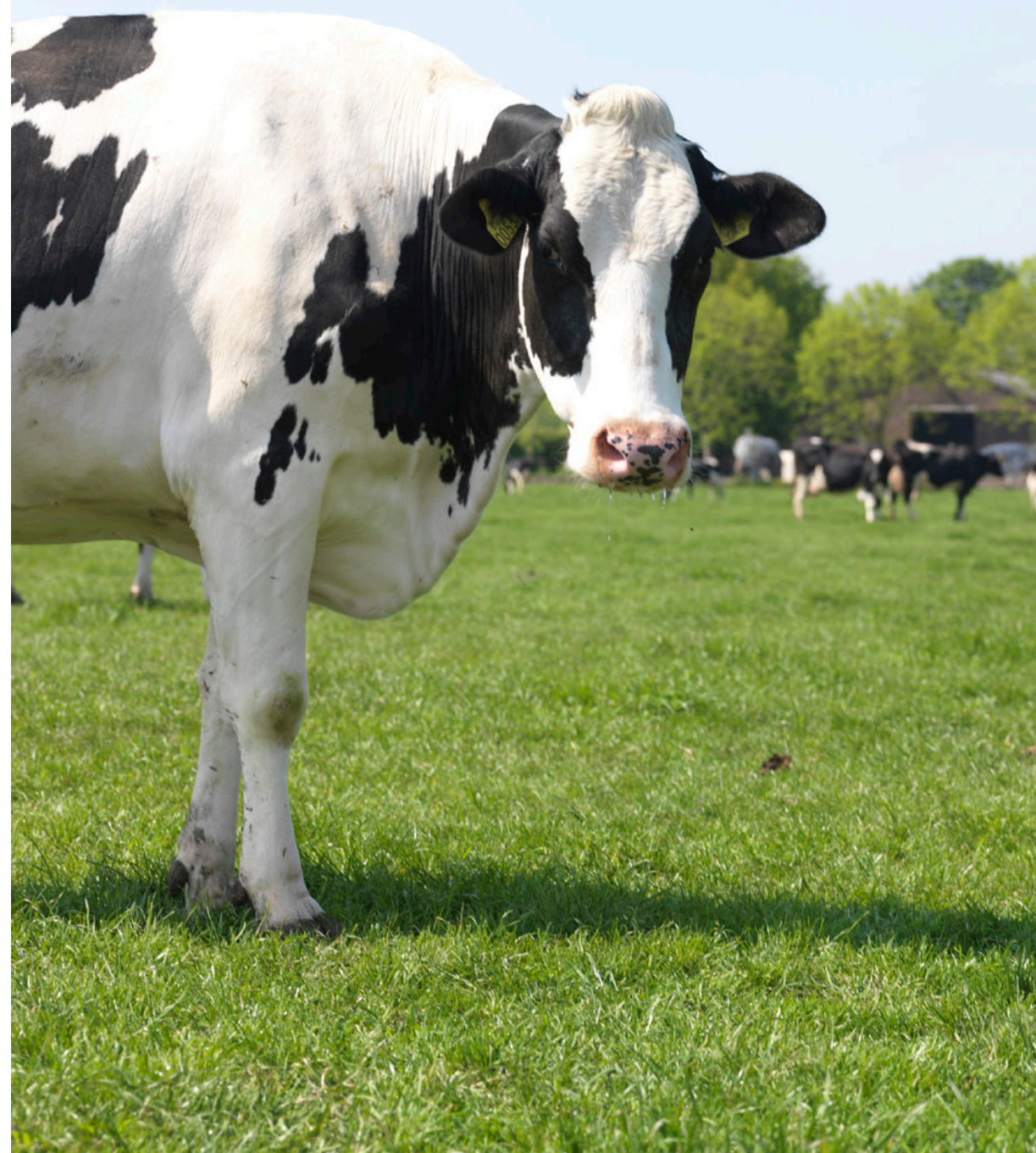
De Heus is a fast-growing global leader in animal nutrition, supporting sustainable production of safe and healthy food for the growing world population. The M&A Manager will lead high-impact acquisition projects, working closely with senior management to identify growth opportunities, accelerating De Heus' global expansion and strengthening its leadership in the agribusiness sector.

About Royal De Heus

De Heus is one of the largest Dutch family-owned businesses and a leading global player in agribusiness, delivering high-quality feed solutions and enhancing the productivity and sustainability of livestock farming around the world. Founded in 1911, the company has expanded from its Dutch roots to become a global top ten player in animal feed, operating ninety production facilities across more than twenty countries, with a total workforce of over ten thousand employees.

In recent years, De Heus has experienced rapid growth, both organically and through strategic acquisitions in key markets such as Vietnam, Poland, Indonesia, the Netherlands, and the African continent. This ongoing expansion has not only strengthened its international presence but also introduced complex strategic challenges, including navigating market dynamics in the different regions, evolving food supply chains, and identifying long-term growth opportunities. The company maintains an active deal flow, typically closing four to five transactions per year, ranging from ten to over five hundred million euro, while continuously assessing potential new opportunities.

With the world population expected to reach 9.8 billion by 2050, the demand for safe and nutritious food continues to grow. Meeting this challenging demand requires a more efficient and sustainable food supply chain, driving De Heus' mission – as elaborated in its Responsible Feeding program charter – to actively contribute to food security, resource efficiency, and reduced environmental impact.





M&A Manager

As De Heus continues its global expansion, the M&A Manager will play a crucial role in shaping the company's M&A strategy and driving value creation through executing strategic acquisitions. This highly visible role will support De Heus in realizing its long-term growth ambition, navigating market dynamics, and strengthening its presence in key regions, particularly building on its strong presence in Europe and Asia, as well as other international markets.

The M&A Manager will work directly with Janneke Haverkamp – Group Director Strategy & Business Development and former Associate Partner at Bain & Company – and Jurry van Rooijen, Global M&A Director currently based in Vietnam, and previously with KPMG Corporate Finance in Amsterdam and Singapore. The role also involves close collaboration with the CEO, CFO, and senior leadership to shape the M&A strategy, evaluate potential investments, conduct thorough deal analysis, and coordinate the entire M&A process. This includes activities from initial evaluation and strategic fit assessment to deal negotiation and integration planning. The work of the M&A Manager will involve direct exposure to the Board of Directors, where the De Heus family is deeply involved as chairs of the Board, and play a significant role in shaping the company's strategic direction.

Operating from Ede, the Netherlands, and Ho Chi Minh City, Vietnam, the team comprises six highly skilled Strategy and M&A professionals. The team focuses on strategy formulation, defining priorities, and sourcing deals, followed by M&A execution, in close collaboration with regional business directors and finance leaders. The role requires a hands-on approach, with the candidate independently leading M&A projects while drawing on support from senior stakeholders when needed.

The ideal candidate is pragmatic, proactive, and results-driven, thriving in a dynamic, entrepreneurial environment. A natural communicator and collaborator, the M&A Manager builds strong relationships with senior leaders and regional teams, driving strategic decisions and deal outcomes. Skilled at navigating complex stakeholder environments, the candidate quickly adapts to changing market conditions while maintaining a strategic perspective. Beyond deal execution, the role also involves contributing to the broader M&A strategy, identifying opportunities that support the company's long-term vision.

“This is a high-impact role with direct exposure to senior leadership. It’s a unique opportunity to shape the future of De Heus through strategic acquisitions as part of a fast-paced, hands-on environment that drives real change in the global agribusiness sector.”

Janneke Haverkamp-Dijkhuizen,
Group Director Strategy & Business Development

De Heus fosters a collaborative, entrepreneurial culture that blends long-term thinking with hands-on execution. Teamwork and authentic connections are key to success, creating an environment where people genuinely enjoy working together in a high-performance culture. The M&A Manager will be based in Ede, the Netherlands, and primarily focuses on Europe and Africa, whilst also supporting projects in Asia where needed and therefore requires international travel. This role is ideal for a hands-on M&A professional with a background in corporate finance or M&A, for example from an investment bank, a Big Four firm, a strong M&A boutique, or a corporate M&A role.





Interested?

Royal De Heus is working with Top of Minds to fill this vacancy.
To express your interest, please contact Frederique Duynstee at
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