

Vacancy at Rotom

# Chief Executive Officer (CEO)



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## Requirements

- Over 10 years of experience
- In executive leadership and organizational transformation
- Within logistics, supply chain, production or industry
- In an international organization
- P&L ownership experience
- Operational excellence mindset
- Commercially sharp and customer focused
- Confident leader of high-performing teams
- Pragmatic, strategic, and hands-on
- PE/M&A experience is a plus



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**Rotom is a market leader in sustainable load carrier solutions across Europe. Following rapid, M&A-driven growth, the CEO will lead a business-wide transformation, streamlining operations, integrating local teams, and shaping a fit-for-purpose leadership structure to unlock synergies, drive efficiency and profitability, and support future growth across an integrated European platform.**



# About Rotom

**As a leading European provider of sustainable load carrier solutions, Rotom produces, distributes, rents, and recovers wooden and plastic pallets, metal load carriers, and other returnable transport items. It serves a broad range of sectors, including food, automotive, retail, and industrial manufacturing, ensuring goods move safely, efficiently, and reliably across Europe.**

Rotom offers more than just products. Its value-added services – such as pallet pooling, return logistics, repairs, and on-site recovery – help customers reduce waste, improve transport flows, and lower their carbon footprint. To deliver these services effectively, the company combines a strong local presence with international reach, offering flexible and cost-effective logistics solutions tailored to each customer's needs. Headquartered in Son, The Netherlands, Rotom operates over thirty sites across eleven European countries. With more than 850 employees, it serves a diverse and growing customer base. Since partnering with Waterland Private Equity in 2021, the company has grown rapidly through a combination of organic development and ten strategic acquisitions, building a dense operational network that blends strong local roots with European scale.

Now entering a new phase of integrated growth and professionalization, Rotom is simplifying its portfolio, investing in centralized planning and digital systems, and building a unified operational platform to unlock synergies and accelerate performance. The company also continues to pursue strategic buy-and-build opportunities in core product areas, particularly wooden pallets, to drive expansion and strengthen its position as Europe's leading platform for load carriers.







# Chief Executive Officer

**Following a period of rapid expansion, Rotom is shifting toward professionalization, integration, and strategic growth. Backed by a solid financial base and healthy profitability, the company is well positioned to consolidate its leadership in load carrier logistics across Europe. Leading this next chapter, the CEO will shape and execute the strategy, sharpening operational focus, unlocking synergies across countries and business lines, and laying the foundation for scalable, data-driven growth.**

Reporting directly to Waterland and leading the international executive team – including the CFO and COO – the CEO will oversee Rotom’s daily operations, long-term strategy, and organizational transformation. This includes full P&L responsibility for the group. Key strategic priorities include simplifying the portfolio to focus on core high-margin products and services, optimizing processes through standardization and central planning, and accelerating growth in core markets via buy-and-build. To support high-performance execution, the CEO will also drive digital maturity across the group, ensuring that data, systems, operational steering, ERP implementation, and leadership capabilities are fully aligned.

In parallel, the CEO will steer Rotom’s evolution into a unified, best-in-class European platform, embedding a culture of ownership, accountability, and operational discipline. Externally, they will represent Rotom with confidence to key customers, strategic partners, and investors, strengthening commercial relationships and driving large, complex deal-making at the highest level.

The ideal candidate is a decisive and experienced executive with a proven track record in logistics, supply chain, production, or industrial services, bringing hands-on operational leadership and a history of successfully guiding complex, asset-heavy



organizations through periods of change. Commercially sharp, the candidate is comfortable being the face of the business, and capable of leading major customer engagements. A pragmatic builder will thrive in this role: someone who brings structure, sets direction, and delivers lasting impact in dynamic, real-world environments.

**“Rotom is ready to shift gears, and the CEO will set the course. You will bring structure to complexity, sharpen commercial and operational focus, and lead the organization into a new era of integrated, data-driven performance.”**

**Frank Weermeijer,  
(Interim) CEO**

In this fast-evolving organization, entrepreneurial leadership, hands-on execution, and strategic thinking are highly valued. This role is based at the company's headquarters in the Netherlands and involves regular interaction with teams across its European network. It presents a unique opportunity for an experienced executive who is ready to take on a high-impact leadership role in a growing international business and drive real transformation across people, systems, and performance.







# Interested?

Rotom is working with Top of Minds to fill this vacancy.  
To express your interest, please contact Stephanie Stuit at  
[stephanie@topofminds.com](mailto:stephanie@topofminds.com).



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