

Vacancy at Royal de Heus

Group Strategy Manager



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Requirements

- Over 10 years of experience
- Senior Manager or early Director level within a top-tier strategy consulting firm
- Proven track record in leading international projects
- Outstanding stakeholder management skills
- Collaborative mindset
- Hands-on approach

 Ede

As the world population approaches ten billion by 2050, the demand for safe, nutritious food continues to rise. By supporting the sustainable production of high-quality food worldwide, Royal De Heus plays a vital role in this mission. The Group Strategy Manager shapes the global strategy, leading high-impact initiatives to identify opportunities and risks, and drives De Heus' continued international growth.

About Royal de Heus

Royal De Heus is one of the largest Dutch family-owned companies and a leading global player in agribusiness, providing high-quality feed solutions that improve the productivity and sustainability of livestock farming worldwide. Founded in 1911, the company has grown from its Dutch origins into a global top-ten producer of animal feed, operating over a hundred production facilities across more than twenty countries.

As an international family-owned business led by entrepreneurial owners, De Heus fosters a pragmatic and hands-on culture with a flat structure and short lines of communication. The same entrepreneurial spirit drives its Responsible Feeding program, dedicated to advancing food security, optimizing resource efficiency, and minimizing environmental impact.

In recent years, Royal De Heus has achieved remarkable growth, both organically and through major strategic acquisitions in key markets such as the recently announced acquisition of CJ Feed & Care (with activities in Korea, Vietnam, Indonesia, the Philippines and Cambodia) along with other recent acquisitions in Poland, the Netherlands, Belgium and strong organic growth across Africa. This expansion has strengthened its global footprint while introducing new strategic complexities, including managing diverse market environments, adapting to evolving food supply chains, and identifying long-term growth opportunities.





Group Strategy Manager

As De Heus continues its international growth, the Business Development team plays a crucial role in shaping the company's strategic direction. It ensures alignment with global market trends and identifies opportunities for portfolio expansion and value creation, both within and beyond its core business of animal nutrition. Over the past few years, the team has grown significantly and now comprises six experienced strategy and M&A professionals based in Ede, the Netherlands, and Ho Chi Minh City, Vietnam. The company aims to strengthen the team further by appointing an experienced Group Strategy Manager.

Operating at the intersection of corporate strategy and business, the Group Strategy Manager is instrumental in shaping the group-wide strategic agenda and delivering strategic projects across De Heus' global organization. Reporting to Janneke Haverkamp, Chief Strategy and Development Officer, and working closely with the CEO, CFO, and other senior business leaders, this position supports and guides business leaders in developing and enhancing their regional strategies. It also fosters an environment where business units are empowered to drive local growth while contributing to the company's overall strategic direction. The De Heus family remains deeply involved as chairs of the Board of Directors, guiding the company's strategic course.

In this highly visible position, the Group Strategy Manager drives the strategic agenda by assessing regional market developments and risks and opportunities, including feed market developments, geopolitical shifts, sustainability trends, and competitive dynamics. The Group Strategy Manager provides actionable insights and works with senior management on future investment and expansion decisions. The position blends strategic oversight with hands-on project leadership, translating long-term vision into actionable plans. In addition, the Group Strategy Manager guides the team's daily work, coaching junior members and ensuring the quality of strategic outputs.

“As the right hand of the Chief Strategy and Development Officer, you drive group-level strategy development and work with the business to translate these strategies into concrete initiatives that define the future of De Heus and contribute to long-term safe, sustainable, and accessible food for a growing world population.”

▪ **Janneke Haverkamp-Dijkhuizen, Chief Strategy and Development Officer**

The ideal candidate is a hands-on strategic thinker with a passion for feeding the world sustainable, safe, and healthy food. This person translates complex global trends into clear, actionable strategies that create value while continuously assessing risks and opportunities to support decision-making in a fast-moving, high-performing organization. Structured thinking, pragmatic execution, and strong analytical skills form the foundation for success. The candidate engages closely with teams and senior stakeholders across regions, building strong relationships, influencing key business decisions, and translating strategy into tangible outcomes.





Interested?

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