



VACANCY

Principal Manager - Europe

Requirements

- Over 5 years' experience in strategy
- Stakeholder management skills
- Keen to learn P&L responsibility
- Pragmatic, common sense

Rotterdam **Minimum of 5 years experience**



Caldic is a world-leading provider of value-add life sciences and specialty chemicals, recently acquired by Advent International to accelerate growth. The Principal Manager – Europe acquires a new partner (€50-100m) every eighteen months and leads the set-up of the business accordingly. This is an excellent opportunity to transform Caldic's industry, learn full P&L responsibility, and become MD within a few years.



Caldic & Advent

Caldic touches the lives of hundreds of thousands of people every day. They inspire innovative and sustainable solutions in life sciences and specialty chemicals for the food, pharma, personal care, and industrial markets. With a leading presence in Europe, North America, and Asia-Pacific, its strengths lie in its global network combined with local expertise. In recent years, Caldic has emerged as a rapidly growing, innovation-driven organization. The company employs about 2,300 people worldwide and earns total annual revenues of approximately 1.8 billion dollars.

Caldic has recently been acquired by Advent International, one of the largest independent private equity partnerships (€100bn asset under management) and highly experienced in the global chemicals industry. Advent International invests in well-positioned companies with significant operational and strategic potential to create sustainable value by driving revenue and earnings growth.



VACANCY

Principal Manager - Europe

The Principal Manager – Europe is responsible for the key partnerships strategy, acquiring key partnership accounts, and setting up the tailored business operations. Such accounts, each representing fifty to a hundred million euros, are Caldic’s most important partners and the company aims to acquire one such new account every one or two years over the next five years. Acquiring such a large account practically equates to building a new company, due to the particular needs of each partner. Such a partner is called a Principal.

The Principal Manager – Europe is responsible for the entire process of building the new business together with the senior team, and in close coordination with the CEO, Commercial Director, and Transformation Director. This means building plans to acquire, partner up, and expand with Principals; designing and recruiting full teams to serve the Principals; ensuring successful execution on a day-to-day basis; and coaching the teams on the ground in close cooperation with the Principals – every approximately eighteen months. Considering the size of each of the Principals, this role is expected to transform the industry landscape over the coming years and define the new best practices.



The role is perfectly suited as a springboard into full P&L responsibility, as the Principal Manager – Europe virtually acts as the MD of the business and manages twenty-five to forty people directly. Also, with at least weekly interaction with the Group CEO and senior management, and high exposure to Advent International and regional directors, the role is a place to learn all ins-and-outs of the business. It offers the opportunity to work on the largest B2B deals in the European food distribution market in history. Direct colleagues of the Principal Manager Europe are ex-investment bankers and strategy consultants with relevant experience; they are eager to teach and provide a safe space to learn. The work environment is fast-paced and high-energy, and requires common sense and a bias for action.

This is an excellent opportunity for an ambitious and highly proactive former consultant or blue-chip corporate trainee to transform an industry, gain experience with full P&L responsibility and accelerate towards an MD position, while part of a top-notch company and working closely with one of the largest and most respected private equity partnerships. The role can be based anywhere in Europe, with frequent travel and a preference for relocation to The Netherlands. 🇳🇱



Interested? Caldic has appointed Top of Minds to fill this vacancy. To express your interest, please contact Annelijn Nijhuis at annelijn.nijhuis@topofminds.com.



We are thrilled that Advent International is stepping in to support us in our next phase. Their commitment will help us to achieve the next level of our growth ambitions and extend our global reach.

Alexander Wessels, Group CEO