

Vacancy at Royal De Heus

Strategy Manager



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A person wearing blue jeans and a dark jacket is watering a small green plant in a field. They are holding a bright green watering can and pouring water onto the plant. The background shows a vast green field under a blue sky with scattered clouds. In the distance, there are some buildings and trees.

Requirements

- Over 5 years of experience
- In Strategy Consulting or Corporate Strategy
- Analytical and conceptual thinker
- Ability to connect strategic insights with execution
- Proactive and hands-on with an entrepreneurial mindset
- Strong and pragmatic focus on realizing results
- Clear communicator and skilled stakeholder manager

 Ede

Royal De Heus is a fast-growing global leader in animal nutrition, supporting the sustainable production of safe and healthy food for the growing world population. The Strategy Manager will lead high-impact strategic initiatives to identify strategic opportunities and risks, supporting De Heus' further global growth.

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-10 player in animal feed, operating 90 production facilities in over 20 countries worldwide with more than 10,000 employees in total.

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.

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's mission (as elaborated in its Responsible Feeding program charter) to actively contribute to food security, resource efficiency, and reduced environmental impact.





Strategy Manager

As De Heus continues its international growth, the Strategy Manager will play a pivotal role in shaping the company's strategic direction, in ensuring alignment with global market trends, and in identifying opportunities for portfolio expansion and value creation, both within and outside its core business of animal nutrition.

Reporting directly to Janneke Haverkamp, Group Director Strategy & Business Development, and a former Associate Partner at Bain & Company, the Strategy Manager will work closely with the CEO, CFO, senior leadership, and the Board of Directors to build out the corporate portfolio strategy and provide actionable insights for future investment and expansion decisions. The De Heus family is deeply involved as chairs of the Board of Directors, guiding the company's strategic direction.

The Strategy Manager will join a highly experienced team of six Strategy and M&A professionals, based in Ede, the Netherlands, and Ho Chi Minh City, Vietnam. Collaborating closely with business unit leaders worldwide, the Strategy Manager will support and guide Business Leaders in developing and enhancing their regional strategies and fostering an environment where business units are empowered to drive local growth while contributing to the company's overall strategic direction. In this highly visible role, the Strategy Manager will have an impact via analyzing long-term risks and opportunities, such as regional market developments, geopolitical shifts, sustainability trends, and competitive dynamics, and ensuring De Heus remains ahead of industry developments.

The ideal candidate is a hands-on strategic thinker who is passionate about feeding the world sustainable, safe and healthy food. A highly analytical individual,

who easily translates complex global trends into clear, actionable strategies which create value. Results-oriented and proactive, continuously analyzing market trends, assessing risks and opportunities, and supporting decision-making. A natural communicator and collaborator, who engages with senior stakeholders across regions, building strong relationships, influencing key business decisions, and ensuring alignment between strategy and execution.

“This role is high-exposure and high-impact. It’s a unique opportunity to work closely with senior leadership, shaping the future of De Heus and contributing to long-term safe and accessible food.”

**Janneke Haverkamp-Dijkhuizen,
Group Director Strategy and Business Development**

As a family-owned business, De Heus combines long-term focus, with a down-to-earth, pragmatic, and fast-paced entrepreneurial spirit. At De Heus, teamwork and authentic connections are key to success, creating an environment where people genuinely enjoy working together in a high performance culture. This role is ideal for a pragmatic and hands-on former strategy consultant or an individual with a strong corporate strategy background. The Strategy Manager will be based in Ede, the Netherlands, with occasional international travel.





Interested?

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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