

Vacancy at CubeCold

# Senior Program & Integration Manager



CubeCold



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The background image shows a large-scale industrial or energy project. In the foreground, there are rows of solar panels. In the middle ground, several large white wind turbines are visible, some with cranes nearby, suggesting they are being installed or maintained. In the background, there are industrial buildings, storage tanks, and more cranes under a blue sky with scattered white clouds.

## Requirements

- At least 8 years of experience
- With managing a diverse range of projects
- And with technology platforms
- For instance, transformation projects, client projects, greenfield projects, and/or capital implementation
- Experience with post-merger and/or integration work
- Strong stakeholder manager with an eye for cultural differences
- Structured project leader who can prioritize and take ownership

 **Rotterdam**

**For some products, like certain pharmaceuticals and fresh foods, storage at exact temperatures is crucial. CubeCold's end-to-end, temperature-controlled logistics solution for storage and transportation is a game-changer for European producers and retailers. The Senior Program & Integration Manager ensures all acquired family businesses are seamlessly integrated into CubeCold's brand, systems, and processes, while also leading other projects vital to CubeCold's international growth.**

# About CubeCold

**CubeCold specializes in temperature-controlled logistics solutions for the food and pharmaceutical industries. Temperature-controlled handling and storage are required for many fresh foods and medicines, but capacity to provide this is difficult or expensive to build and maintain. CubeCold was founded in 2021 to solve this issue. Since then, it has built an integrated platform that offers producers of food and pharmaceuticals end-to-end logistics solutions using the CubeCold network.**

This international network is CubeCold's USP, created through a buy-and-build strategy. Over the years, the company has acquired several medium-sized family businesses in the UK, Italy, Spain, and the Benelux. These businesses are either active in cold storage and transportation or perform other value-adding activities in the cold chain. CubeCold aims to continue making several strategic acquisitions each year as well as developing greenfield expansions to further increase market share throughout Europe.

The entire CubeCold team, including the central platform team at the Rotterdam headquarters and the local teams in acquired businesses, encompasses around six hundred employees. The culture is entrepreneurial, ambitious, and friendly, with fast-paced decision-making. CubeCold is supported by I Squared Capital, a globally active private equity firm focusing primarily on infrastructure investments in energy, utilities, telco, and transport. With the financial strength of I Squared Capital and the skilled, ambitious Management Team with proven track records at companies such as Lineage, Americold, AGRO Merchants, FrieslandCampina, Rabobank, and TIP Trailer, CubeCold has all the ingredients needed to realize its goals. As it continues to expand rapidly through acquisitions, CubeCold's Senior Program & Integration Manager will be pivotal in integrating newly acquired companies into a robust organizational framework.





# Senior Program & Integration Manager

**The Senior Program & Integration Manager leads the integration of newly acquired companies into CubeCold's operational and strategic framework, planning and executing all strategic integration activities. This includes developing comprehensive integration and synergy plans for newly acquired companies and coordinating cross-functional teams to align on objectives and timelines. Integration initiatives and sizeable expansion projects are also led by this role, which reports to senior management in a concise, convincing manner.**

Process integration is an important component. The Senior Program & Integration Manager assesses existing processes within acquired companies and identifies areas where alignment with CubeCold standards is needed. By facilitating and promoting the exchange of best practices, newly acquired companies and the existing organization are encouraged to learn from each other. In addition, the Senior Program & Integration Manager will lead or contribute to other programs and projects with strategic relevance, such as transformations, business development, or creating board presentations.

The Senior Program & Integration Manager is responsible for integrating IT, operations, finance, and legal functions where appropriate – in close cooperation with various functions. Leading and overseeing the integration of IT and finance systems and infrastructure, the manager ensures data integrity and security throughout. Financial planning and performance are aligned to targeted returns, while opportunities for operational synergies and cost savings are identified, and compliance with local regulations and CubeCold's corporate practices is ensured. Moreover, the Senior Program & Integration Manager fosters a collaborative culture across the entire organization.

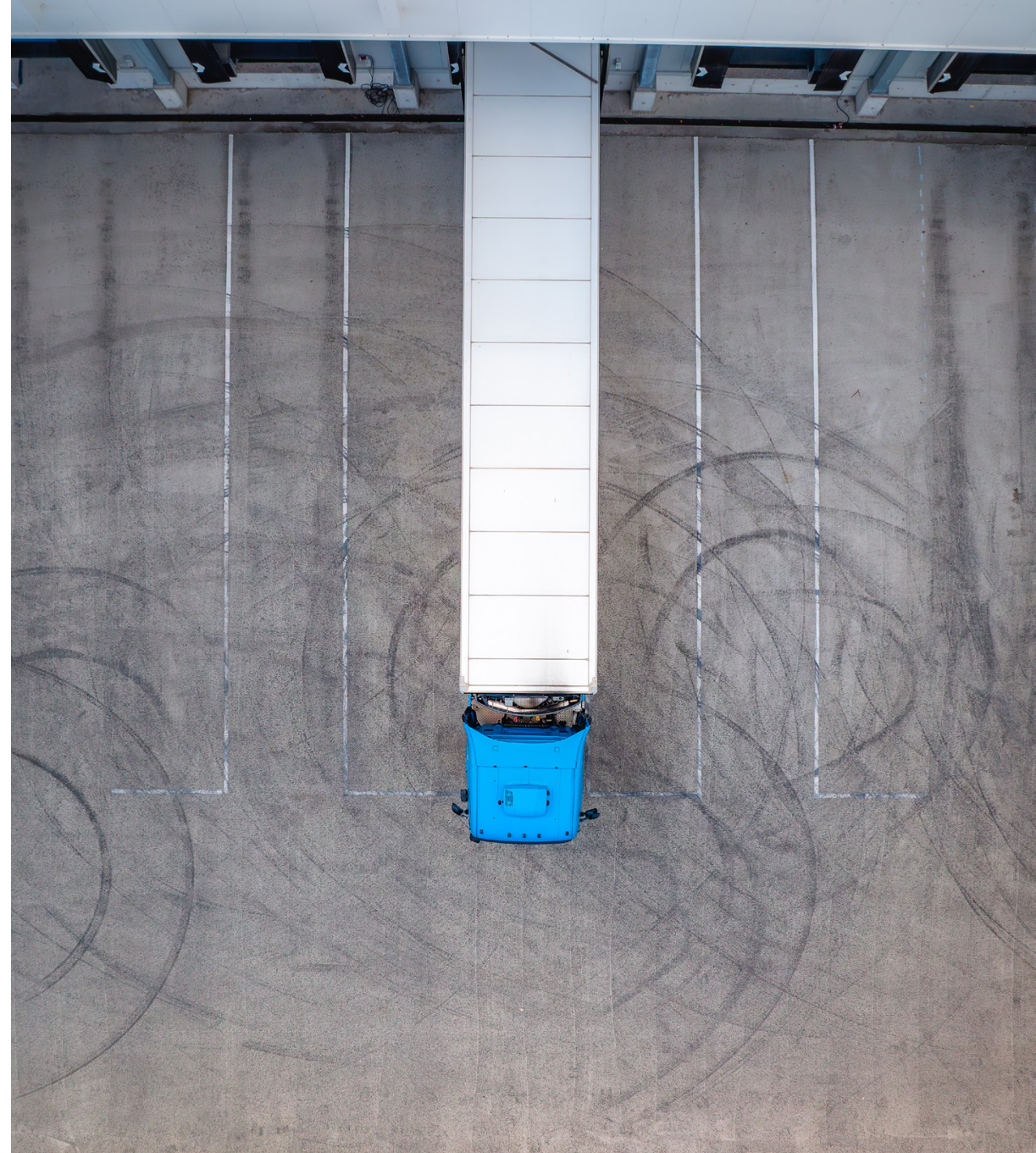
Strong stakeholder management is another essential aspect of the role. Acquired companies are family businesses across multiple countries, each with their own organizational history, culture, teams, and ways of working. The Senior Program & Integration Manager swiftly builds a network across these companies, establishing themselves as a credible sparring partner with the cultural sensitivity to maneuver challenging situations and the expertise to steer integration in the right direction.

**“Ensuring buy-in is crucial: the Senior Program & Integration Manager delicately balances getting things done with building lasting relationships. They are driven by the idea of creating value and know how to do so in a structured, solution-oriented way.”**

**Achim Boden,  
Head of M&A**

Reporting directly to the CEO, this manager collaborates closely on high-visibility strategic projects and maintains a clear overview of CubeCold’s most crucial programs and projects at any given time, from both a central strategy and integration perspective. They skillfully perform gap analyses and develop next steps and timelines to ensure these initiatives run smoothly and yield results.

This person plays a key role in achieving the growth ambitions of the international organization. Based in Rotterdam, frequent travel to different locations is required – especially early on, when building rapport with the various businesses and their management teams is critical. This role is pivotal in ensuring newly acquired entities quickly and efficiently meet CubeCold’s standards, maximizing synergies across a leading European brand.





# Interested?

CubeCold is working with Top of Minds to fill this vacancy.  
To express your interest, please contact Noor Buttinger at  
[noor.buttinger@topofminds.com](mailto:noor.buttinger@topofminds.com).



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