

Vacancy at Neways

Chief of Staff - Advanced Applications



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Requirements

- Over 2 years of experience
- In strategic consulting
- Affinity with technology
- Strong analytical capability
- Able to translate complex data into clear answers for senior stakeholders
- Proactive and autonomous



Son

Neways Advanced Applications, Neways' largest operating company, delivers mission-critical technology for the semiconductor and medical supply chain, serving global technology leaders with highly advanced manufacturing. Working with the Managing Director, the Chief of Staff answers complex commercial questions with clear, compelling analyses that support strategic customer and business development conversations.

About Neways

Neways provides global innovation in mission-critical electronics for semiconductor solutions, defense and mobility, and connectivity customers. With over fifty years of experience and a strong in-house engineering capability, the company serves as the technological innovation partner for the most demanding customers in the industry.

Neways develops and manufactures highly complex electronics, ranging from advanced modules and assemblies to highly specialized cables and wiring, and cutting-edge microelectronics solutions. The team of over 2,500 specialists across various countries design, prototype, and scale up innovative solutions for microchip production, advanced defense technologies, electric vehicle charging, electric drivetrains, the digitization of healthcare solutions, and many more applications.

Neways Advanced Applications (NAA), based in Son near Eindhoven, is the group's largest operating company. With around five hundred employees and annual revenues of approximately 250 million euros, NAA serves leading global clients in the semiconductor and medical sectors, including ASML, Philips, and Carl Zeiss. The organization operates in a high-mix, low-volume manufacturing environment, producing thousands of different products each year in highly advanced facilities, including high-grade cleanrooms.





Since 2021, Dutch investment firm Infestos has been an active investor and sparring partner, strengthening Neways' ability to invest in additional capacity and capabilities. With semiconductor demand continuing to accelerate globally, the company is positioned to double its revenue within five years.

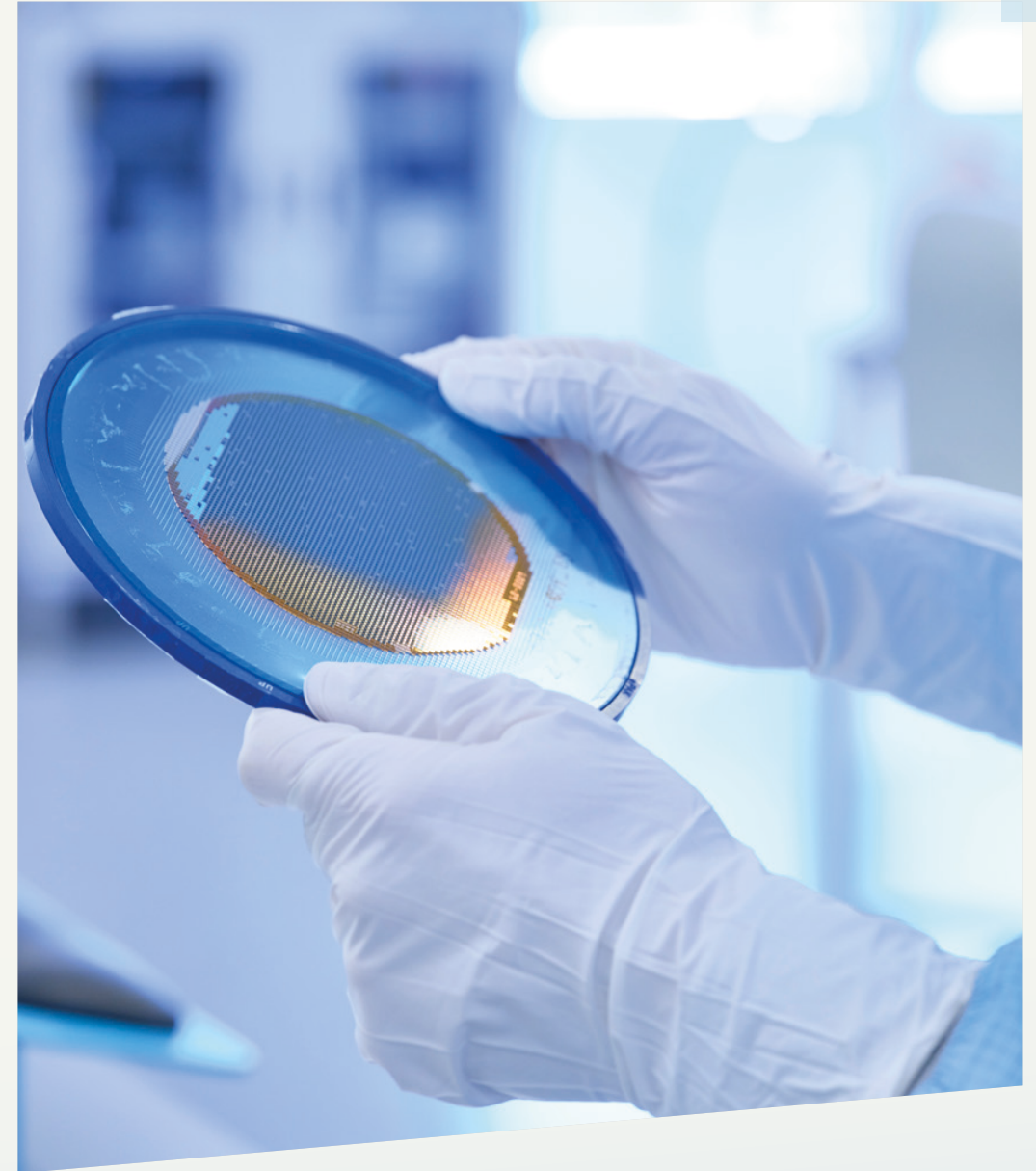
Despite its scale and global footprint, Neways retains a pragmatic, down-to-earth culture. The organization values long-term partnerships, technical depth, and accountability over hierarchy. Teams are used to working closely across functions, often under demanding conditions where reliability and precision matter. This way of working defines Neways' culture and underpins its role as a trusted partner in some of the world's most advanced technology ecosystems.

Chief of Staff

At Neways Advanced Applications, strategy is not a theoretical exercise. It plays out in client conversations with global tech leaders, in pricing discussions, in decisions about where and how to produce increasingly complex electronics, and in the constant stream of engineering changes that define a high-mix, low-volume environment. The Chief of Staff operates at the heart of that reality.

Reporting directly to the Managing Director of Neways Advanced Applications, the Chief of Staff works on the most pressing commercial and strategic questions facing the business. These are rarely clear-cut. They range from sharpening pricing strategies for long-term key accounts, to shaping propositions for new business alongside account managers and the central new business development team, to building fact-based narratives that hold up in discussions with highly sophisticated clients.

A significant part of the role is turning complexity into clarity. The Chief of Staff analyzes data from across the organization, be it commercial, operational, and financial, and connects the dots between client demands, internal capabilities, and strategic choices. Those insights are translated into concrete recommendations, decision-ready presentations, and actionable plans that help the Managing Director, the management team, and commercial leaders move forward with confidence.





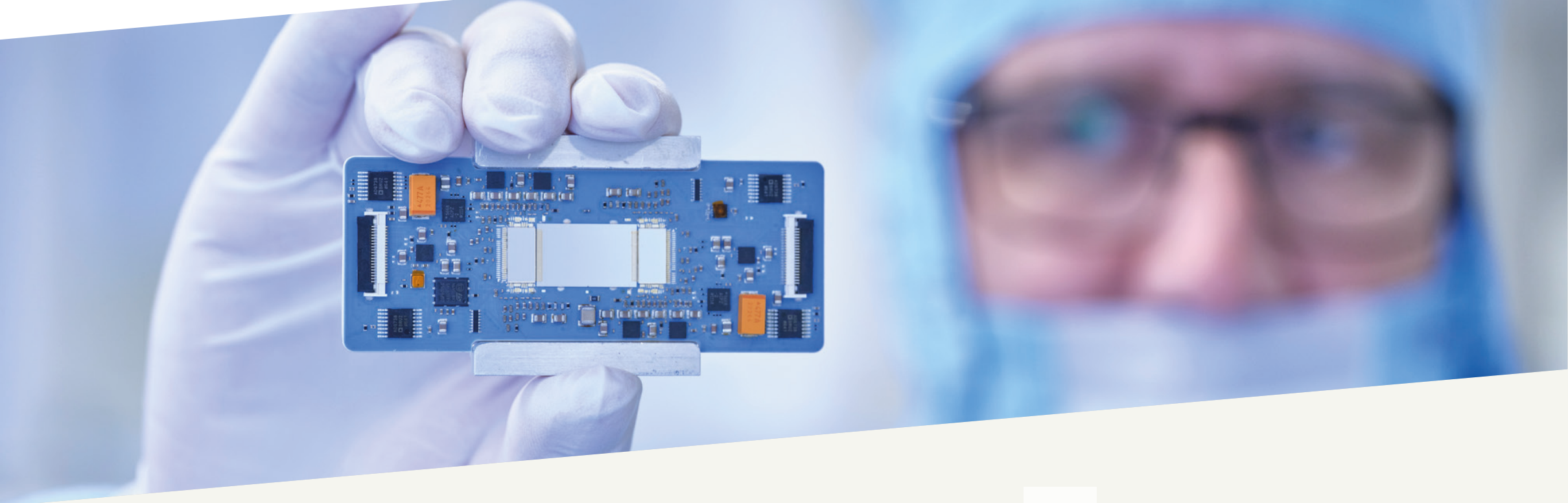
“ Our clients are among the most sophisticated technology companies in the world. When we sit at the table with them, we need answers that are data-driven and well thought through. The Chief of Staff makes sure we are ready for those conversations.”

▪ **Robert Loijen, Managing Director Neways Advanced Applications**

The Chief of Staff takes ownership of these complex topics that cut across teams and decision levels. On a day-to-day basis, they collaborate closely with account managers, the business manager, finance, operations, and engineering. They prepare and structure discussions at management and executive level and act as a sparring partner for Neways' Executive Board and Infestos. While the role has limited direct external exposure, its impact is clearly felt in how Neways shows up in strategic client conversations.

Analytically strong and proactive, the Chief of Staff takes ownership of complex questions and enjoys working with a high degree of autonomy. They are comfortable operating in a fast-moving environment where they connect data, context, and stakeholder perspectives to get ahead of issues rather than react to them. Based primarily in Son (Eindhoven), they value being close to the business, while working from home when needed.

This is a unique opportunity for an ambitious professional passionate about technology to play an active role in shaping Neways' trajectory and its relationships with some of the world's most advanced technology companies.



Interested?

Neways is working with Top of Minds to fill this vacancy.
To express your interest, please contact Catherine Visch at
catherine.visch@topofminds.com.



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