

## **Position Specification**

Cefic - European Chemical Industry Council

Executive Director Product Stewardship

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## Our Client

Cefic is the forum and the voice of the chemical industry in Europe.

As the voice of the European chemical industry, Cefic is a committed partner to EU policymakers, facilitating dialogue with industry and sharing its broad-based expertise. Cefic represents 29,000 large, medium and small chemical companies in Europe, and accounts for 17% of world chemical production.

The European chemical industry is a €673 billion industry and the world's top exporter and importer of chemicals, providing over 1.2 million direct jobs and nearly 2.5 million indirect jobs in Europe.

As one of the largest and most diversified industries globally, the European chemical industry supplies virtually all sectors of the economy, providing innovative and sustainable solutions to today's economic and environmental challenges. It plays a vital role in providing all manufacturing sectors, as well as the construction, health and agricultural sectors, with essential products and services. It has created wealth and employment for millions of European citizens over the years. In the European Union (EU), it is the leading manufacturing sector in terms of value added per employee.

Based in Brussels since its founding in 1972, Cefic interacts every day on behalf of its members with international and EU institutions, non-governmental organisations, the international media, and other stakeholders.

### Cefic Members

Cefic represents 650 members, partners and affiliates and is one of the most active networks of the business community, complemented by partnerships with industry associations representing various sectors in the value chain.

### Cefic staff

Cefic employs 160 staff and the Director General is in charge of the overall management of the association with a budget of €40 million.

**Programmes**

Cefic represents the entire range of chemicals production and is organised around 5 programmes and three cross issue fora:

- Climate Change & Energy
- HSE, responsible care and supply chain
- Industrial Policy
- Product Stewardship
- Innovation
- Legal Forum
- Public Affairs Forum
- Sustainability Forum

**The Role**

Cefic is looking for an Executive Director Product Stewardship, who will be managing teams in the following areas:

- REACH – Chemicals Legislation Management
- International Chemicals management, Eco-Label, Non-Toxic Environment
- Nanomaterials, CLP, Microplastics, Endocrine Disruptors

The Executive Director Product Stewardship will be a core member of the Cefic leadership team, being the trusted advisor and sounding board of the Director General.

Tasks and responsibilities of the Executive Director Product Stewardship:

- Developing and recommending the Product Stewardship strategy and direction in collaboration with the Director General and is planning and contributing to the long-term success of the industry;
- Providing leadership to shape and impact future European chemicals legislation as well as assisting Cefic members to implement the existing European regulation such as REACH, CLP, sustainability related initiatives such as Ecolabels;
- Developing and building a highly professional and credible Product Stewardship organisation and managing the day-to-day activities;
- Managing and guiding the Product Stewardship staff, with an engaging and inclusive style, enabling them to maximise the efficiency of their work;
- Managing all product stewardship programmes and issues; providing a good overview of all topics as well as having the capability to dive into specific aspects when required;
- Leading large and complex projects, and as the portfolio of programmes is quite wide, he/she has the ability to focus and set priorities, creating the right expectations internally as well as at member-level;
- Developing and implementing a global product strategy with regards to emerging markets and new chemicals regulations;
- Supporting regulatory exchange and co-operation between EU and other Regions;
- Managing the Product Stewardship structure and processes, to optimize the coordination and functioning of the various groups, committees and task forces consisting of industry

executives, member experts to promote sound legislation, regulation and public policy for the industry as well as supervising the content of the technical work of its committees and group activities, in alignment with all stakeholders;

- Identifying and providing fast and accurate analysis of new developments and advises the members on developments affecting their business in key issues areas. The Executive Director will serve as a primary contact for inquiries, keeping members informed of current legislative proposals and policies, while also ensuring dissemination of relevant information within the Product Stewardship Team and to the rest of the Cefic organisation; ensuring alignment and dynamic interaction, stimulating exchange between various groups, and across functions;
- Building and maintaining strong relationships with key EU stakeholders, such as the European Commission, Parliament and Council, and representing Cefic interests also at the European Chemicals Agency (ECHA) Management Board, the International Council of Chemicals Association (ICCA) and the UN's safe chemicals management initiative (SAICM) and other relevant organisations;
- Organising Value Chain Outreach programmes.
- Developing an external communication strategy to create more visibility with deliverables; ensuring early engagement with EU institutions and stakeholders, allowing Cefic to pro-actively help to set agenda's and define policies, using his/her vast network of contacts in Brussels to enable this.

### **Candidate Profile**

In terms of the performance and personal competencies required for the position, we would highlight the following:

- A Brussels-based regulatory expert, with at least 15+ years of hands on experience;
- Possesses a solid product stewardship background with the ability to influence and impact future chemicals direction and to guide and support members during the implementation;
- Demonstrated ability to think and lead at a strategic level and to adjust to changing conditions and shifting priorities;
- Strong motivation to bring Cefic Product Stewardship to an even higher professional level, together with the Director General, the Leadership and Product Stewardship teams and the strongly motivated Board and membership;
- Substantial years of experience in the chemical or related industry, with strategic government relations with high credibility and standing in the Brussels community;
- In-depth understanding of the structure and functioning of the EU Institutions as well as its decision-making and legislative processes;
- Possesses a strong and wide network in the EU marketplace and gained experience in regulatory files, and the technical content of issues;
- High level of influencing and networking skills combined with a strong understanding of the interplay between business and the EU/ international authorities;

- Ability to motivate, engage and empower people and work effectively at different levels, across functions and across borders;
- Strong project manager, coordinator and file-leader, able to prioritize multiple tasks at hand while paying attention to details, and the ability to cope with pressure and multiple deadlines;
- Enjoys the challenge of coordinating large number of files and issues impacting the chemical industry, the large number of professionals in the Cefic world and supporting and partnering with members and many different partners externally;
- Must be business savvy and an effective negotiator, focusing on the big picture without losing proper attention to detail;
- Well-connected and informed on existing technical regulations and capable of keeping the members abreast of government directions and technical regulations;
- Capacity to assimilate and grasp quickly complex and new information and is sharing the information with internal and external stakeholders;
- Ability to achieve consensus among diverging interests;
- Service and member focused;
- Political and business acumen and strong interpersonal skills: collaborative, empathic, trusted, diplomatic, listening, engaging, inspiring, open-minded, culturally astute, committed and results-oriented.
- Possesses a certain charisma, executive presence and stature, is a credible and trusted advisor
- Experience within the industrial/chemical sector is useful; scientific background is a plus;
- Excellent communications and (re)presentation skills; is crisp and to-the-point;
- Fluency in English is required and additional linguistic skills would be viewed as a plus.

### **Personal Qualities**

- The successful candidate will possess outstanding interpersonal acumen, communication and negotiation skills. He/she will be service-oriented listener who engages with all constituencies in a meaningful and respectful manner. While possessing leadership skills, the ideal candidate must be the ultimate team player and diplomat who is skilled in building bridges, aligning different views in a variety of settings; having a successful track record of building consensus in a complex environment.
- The candidate will be a person of the highest integrity with exceptional energy and drive. He/she must possess self-confidence, balanced with a healthy amount of humility and a good sense of humour.

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### Are you interested?

Please send your application with full curriculum vitae **before June 18, 2018** to **Marionne Barge-Van Engelen** at **Russel Reynolds Associates**, [mbarge@russellreynolds.com](mailto:mbarge@russellreynolds.com)

### Contact

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