

# COO



Connective Leadership – Operational Excellence – Multi-Site

**Amsterdam - Delfzijl - Geleen**



**van de Groep & Olsthoorn**

# Avantium

At Avantium, the mission is to accelerate the transition from fossil-based to sustainable plastics and materials by using renewable feedstocks. From their headquarters in Amsterdam, a dedicated team of more than 250 passionate professionals works tirelessly to make this vision a reality.

Their state-of-the-art R&D labs in Amsterdam, pilot plants in Geleen and Delfzijl, and their FDCA Flagship Plant in Delfzijl drive the development and scale-up of innovative technologies. These technologies transform renewable resources into valuable chemicals and circular plastics for consumer products. At the heart of Avantium's work is the development and commercialization of FDCA, the key building block for PEF, branded as Releaf®. This is a 100% plant-based polymer designed to replace traditional plastics. Releaf offers superior performance, full recyclability, and a significantly lower carbon footprint compared to petroleum-based alternatives.

The company's strategic focus is now on commercialization of FDCA and PEF, other technologies in the portfolio will be divested or carved-out. The business model is to operate the FDCA Flagship Plant and in parallel to sell technology licenses for industrial-scale manufacturing plants around the world. Avantium aims to maintain its technology leadership position in this field, to diversify to a broad range of plant-based feedstock and to expand the applications and markets of both FDCA and PEF. The goal is transformation of R&D to a commercial and operational company that is EBITDA positive by 2027.

At Avantium, sustainability is not an afterthought; it is in the company's DNA. With their products and technologies, Avantium can help de-fossilize the chemical industry, and drive the transition to a circular economy. In order to support this ambition, the organization is strengthening its team with a new COO.



# COO

The COO is responsible for manufacturing, supply chain, QHSE, and operations across the company with a primary focus on the successful commissioning and operational ramp-up of the FDCA Flagship Plant in Delfzijl, ensuring alignment with commercial timelines and strategic objectives. Next to the start-up of the FDCA Flagship Plant, the COO will have a leading role in the execution of licensing deals and supporting the licensing team in optimizing Avantium's proprietary YXY Technology for the production of FDCA and PEF and in selling technology licenses to partners worldwide. In addition, the COO oversees the pilot plant in Geleen and leads the Analytics team in Amsterdam.

The role also includes accountability for QHSE and Regulatory Affairs across all operational domains. Beyond day-to-day operations, the COO is responsible for planning, setting goals, achieving the short-term and long-term goals while driving organizational development in line with the growth ambitions of Avantium.

The COO interacts with the Avantium Supervisory Board, and the company's stakeholders such as shareholders, investors, and banks. He/She is a member of the company's management team that provides strategic direction and leadership, as well as shaping and leading the teams for maximum performance and coaching talent across the organization.

## *Strategic Leadership & Governance*

The COO serves as a member of the company's Management Team and co-leads the Renewable Polymer Leadership Team. He/She supports the development of the company's strategic direction and ensures clear communication of the strategic plan across the Avantium organization and its stakeholders. The COO leads by example, fostering a culture of high performance and safe execution. Working closely with the CEO and the Leadership Team, he/she translates strategic goals into actionable operational plans. Acting as a visible and decisive operational leader during a high-pressure transformation phase, the COO builds an effective organization by shaping the structure, driving clear communication, and coaching, training, developing, appraising, and rewarding talent.

### *Operational Execution & Site Management*

The COO leads the end-to-end start-up and ramp-up of the FDCA Flagship Plant in Delfzijl, ensuring timely operational readiness and in line with commercial objectives. After the start-up, the COO oversees smooth Flagship Plant operations, optimizes production processes and plant output and supports the licensing strategy. The role also includes oversight of the pilot plant in Geleen, ensuring it drives innovation, scale-up, process validation and customer demands. In addition, the COO manages the Amsterdam-based analytics team that drives performance insights and data-informed decision-making. The COO ensures compliance with QHSE and regulatory frameworks across all operational sites.

### *Supply Chain & Commercial alignment*

The COO translates the company strategy into a clear operational plan for Renewable Polymers (RNP), setting goals, monitoring progress, and communicating updates to the Management Team and RNP teams. The COO ensures that supply chain processes are in place to deliver exceptional customer service and satisfaction, working closely with with the RNP Chief Commercial Officer (CCO). He/She oversees PEF supply chain operations, including planning, execution, and coordination with contract manufacturers, business development, and partners.




# Your profile

You have a completed Master's Degree in Chemistry or Chemical Engineering, with experience in acid and oxidation catalysis considered a strong advantage. You have a proven track record in developing and scaling-up new chemical processes, combined with at least 10 years of experience in managing chemical plants and process development programs, alongside operational management experience. You demonstrate strong leadership in multi-site industrial operations, preferably within a publicly listed company.

You have a deep understanding of regulatory and QHSE requirements in the chemical sector. As a strategic thinker with rigorous operational discipline and execution focus, you are comfortable operating under pressure and in an environment of investor scrutiny. Your stakeholder management skills are exceptional, enabling you to build trust and alignment across diverse audiences.

We are looking for a strong, energetic, decisive, perseverant, creative, and results-oriented leader who remains calm under pressure and has the capability to motivate people. You naturally seek opportunities rather than problems and draw energy from tackling challenges head-on. Given Avantium's current context and ambitious future, we need someone with a proven track record of natural leadership and strong social competence. The ideal COO is a bridge builder with strong stress resilience and excellent, collaborative communication skills, crucial for driving ambitious and realistic strategic alignment between the Amsterdam and Delfzijl teams. Longterm commitment and credibility, both internally and externally, are key. Fluency in Dutch and English is required.





# Our client offers

Avantium is at the forefront of technology, catalysis, renewable chemistries, and renewable polymers. Operating in highly dynamic and demanding markets, the most significant assets are the people. Avantium fosters a culture that encourages learning, making an impact, and getting the most out of themselves.

If you are interested in this position, we kindly ask you to contact one of our consultants for more information:

Quirine Lisman or Gertjan van de Groep

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