

# CEO

Delivering ambition and growth – Entrepreneurial mindset – High-tech  
Delft



van de Groep & Olsthoorn

# Spectral Industries

Our client, Spectral Industries, produces real-time chemical sensors for applications in mining and recycling and has developed revolutionary technology for this purpose.

Spectral Industries' laser-based technology (LIBS) enables the measurement of the chemical composition of raw material streams. These sensors are applied remotely to moving material without sample preparation. Many processes require real-time chemical detection to reduce costs, energy consumption and CO<sub>2</sub> emissions, to optimise the production process, to ensure quality and to reduce downtime. Spectral Industries is based in Delft and currently employs around 20–25 people in total.

Spectral Industries' technology has now proven itself with multiple customers worldwide. For example, 3 of the 5 largest mining companies in the world and the largest waste processing company in Western Europe are already working with Spectral Industries' equipment.

Spectral Industries is about to scale up over the next three to five years to a revenue level 10 times the current level, accompanied by organisational development and growth in the number of employees. The company is changing from a project-driven enterprise to a product-driven enterprise, in which R&D and engineering will help to realise scalability in configuration and design. To accelerate the company's growth, Value Creation Capital (VCC) and the Nest Group have acquired interests in Spectral Industries and provided growth capital.





# CEO

The CEO will hold ultimate responsibility for the company's strategy, growth and operational performance. You will assume the responsibilities of the current CEO and co-founder, who will gradually step back. Given the current scale of Spectral Industries, the CEO must be hands-on—actively shaping and working in the business—while further developing it into a mature organisation, with a stronger focus on commercialisation, organisational structuring and efficiency improvements.

You will define and refine the company's overall strategic direction and long-term objectives in the near term, in close collaboration with fellow executives and shareholders. As CEO, you will oversee strategy, financial structure, operational budgets, costs and cash flow, providing clear and insightful reporting to stakeholders. You will ensure strong governance, embedding effective decision-making and risk management into day-to-day operations. For funding parties, you will act as a persuasive and trusted partner in discussions and negotiations. Externally, you will become the company's figurehead, building lasting relationships and strategic partnerships with customers and suppliers.

Internally, you will align operational activities with strategic objectives, including annual budgets, investments and KPIs. You will lead a motivated, highly skilled team with exceptional expertise, empowering individuals to perform at their best, setting clear business goals and guiding team processes to ensure they are met. You will closely monitor performance and drive progress against key milestones within the agreed strategic plan.

You will foster an entrepreneurial and results-driven culture, attracting, retaining and developing top talent that complements the existing team. You will play a central role in recruitment and team building. As CEO and inspirational leader, you will lead by example in a fast-growing company, taking the initiative to further professionalise the organisation and translating high-level strategic vision into operational action.



# Your profile

You hold a completed academic degree in a relevant technical field (for example, Materials Science, Applied Physics, Geotechnical Engineering, Mining Engineering, Industrial Engineering, or equivalent). You have at least five years of experience in an MD/CEO role and preferably have a successful track record in fast-growing technology start-ups and scale-ups.

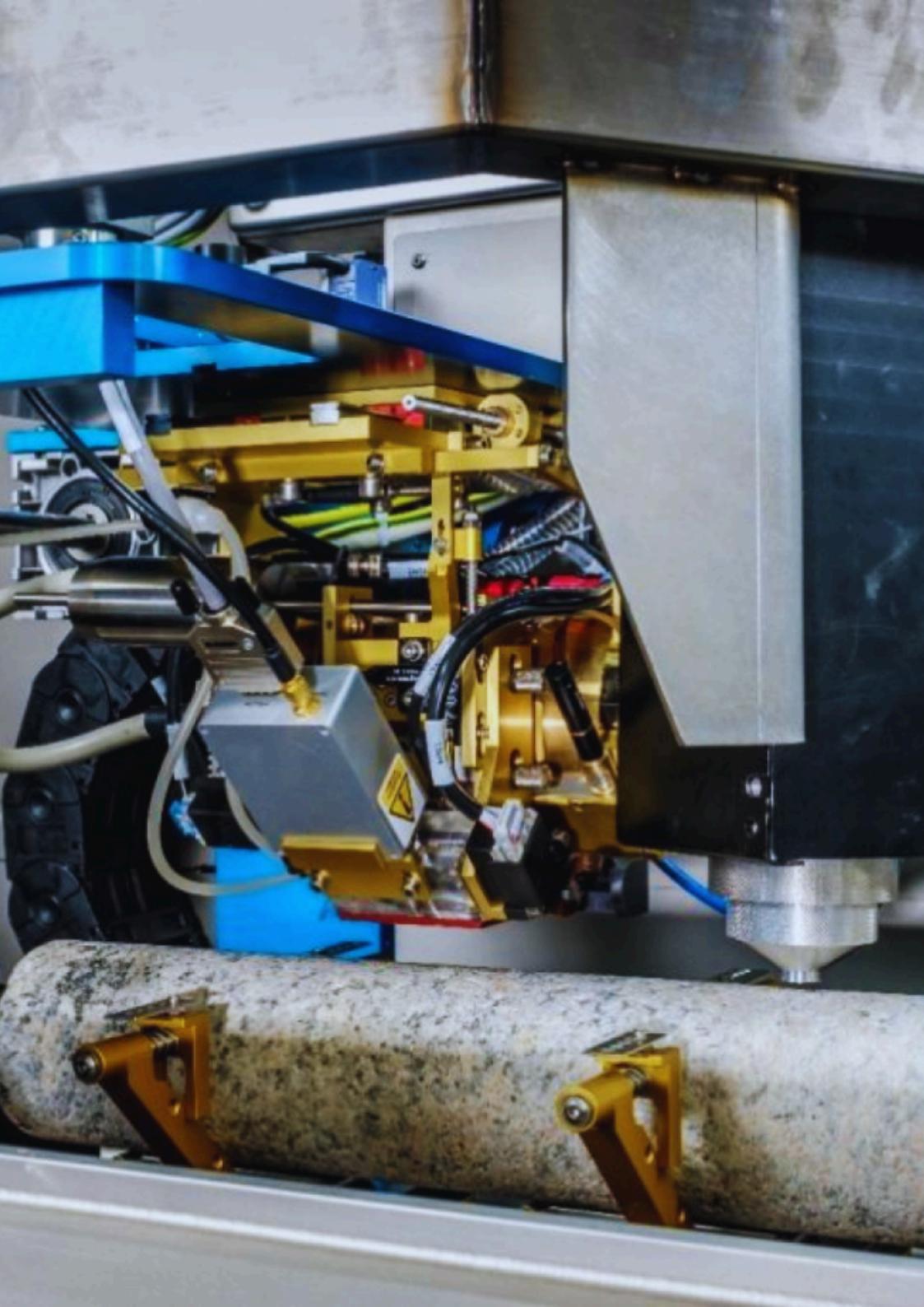
The ideal candidate is an entrepreneurial and visionary leader with experience in transforming and structuring a company transitioning from a project-focused to a product-oriented organisation, ready for international expansion. You have experience working with investors, capital rounds, grants and other forms of financing. You are skilled in managing shareholders and stakeholders and can positively influence at board level.

You have demonstrable experience in international B2B sales and C-level negotiations, preferably within or with multinational/corporate companies. You represent the company at international trade shows and conferences.

You possess knowledge of, or a strong interest in, Spectral Industries' market, technology and applications, with above-average affinity for and experience in high-tech environments. Experience in mining and/or recycling is a strong advantage but not essential.

You have the hands-on approach required for the company's current size, combined with the capacity and experience to lead it into the next phase over the coming five years. You know how to guide the company to that stage and do not shy away from making difficult decisions. You possess strong perseverance, thrive on complex challenges and are resilient in the face of setbacks. Strategic insight, financial acumen and people management are second nature. You are charismatic, entrepreneurial, authentic, decisive and results-driven—qualities that make you the company's inspiring figurehead.

You are based within reasonable commuting distance of Delft or are willing to relocate and are prepared to travel intercontinentally on a regular basis.



# Our client offers

Spectral Industries offers an exceptional opportunity in a broad and entrepreneurial leadership role. You will lead and be an integral part of a unique team within a distinctive market segment, serving clients across all continents. Spectral Industries is composed of an international mix of experts from the Netherlands, France, Germany, Pakistan, Eritrea, the UK, Namibia, Sweden and India.

You will receive a highly competitive, market-aligned salary, with the possibility of participating in Spectral Industries BV through equity options, alongside the employee incentive scheme and profit-sharing arrangements.

More information about this position? Get in touch with one of our consultants:

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