

Plant Manager for ADM Denmark A/S

- An attractive role for a Danish Production site of a global leader in human and animal nutrition



The position is:
Ledig

Application Deadline:
30 May 2025

Contact person:
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Location:
Bogbinderivej 6
3390 Hundested



Are you an experienced manager with a background in food processing, pharmaceutical production or related industries? Do you have a passion for facilitating processes, implementing systems, and making things happen in cooperation with shopfloor as well as top management. Do you have an international mindset and a passion for development and growth? And would you like to take the strategic and operational plant lead in cooperation with a passionate site management team?

Then we might have the perfect job for you!

The Company

ADM Denmark A/S is part of the ADM corporation, a global leader in human and animal nutrition and the world's premier agricultural origination and processing company with more than 300 production sites worldwide. ADM's Danish unit, located in Hundested, is a specialist in the development and production of dietary supplements and pharmaceutical products with probiotics.

For ADM Denmark A/S, Landau Headhunting is now searching for an ambitious Plant Manager. The ADM group acquired the Danish location only three years ago, so the Danish site represents a fairly young organization, offering a unique opportunity to make a significant difference together with a strong and passionate management team and around 100 professional and top motivated colleagues at all levels of the organization. Your management span covers approximately 40 employees including 4 direct reports and 3 with a dotted line.

Key objectives for the role

With direct report to the Operations Director (H&W EMEA), you will be overall responsible for the site and its performance, setting the direction and the framework for an efficient and continuously improving operation of the Production, Warehouse and Maintenance departments. You will ensure strategic planning and alignment of plant capabilities to meet the forecasted sales expectations and financial targets.

In addition, you will champion operational excellence leveraging continuous improvement (Six Sigma/LEAN) and collaborate with Global Operations CoE's (e.g. Technology) and Commercial partners to deliver the plan.

Your main responsibilities

As the Plant Manager of ADM Denmark A/S you are responsible for the daily oversight of local production activities and the long-term vision alignment to Global Operations strategies with responsibilities for performance in safety, environmental compliance, quality, production, yield, cost management, capital disciplines and employee development.

So, the key responsibilities of the role will be to:

- Plan, organize, direct and run optimized day to day operations to meet customers' expectations establishing best in class execution capabilities in safety, quality, production, and customer service levels
- Overall, be in charge of safety at the plant in close cooperation with the local HSE Manager
- Follow all regulatory requirements for product line (Danish Medicines Agency, Danish Veterinary and Food Administration, and the Danish Environmental Protection Agency)
- Develop and manage budgets for annual operational and capital expenditures at the site in Hundested
- Drive the plant roadmap in alignment with strategic objectives - reducing costs, unlocking capacity, improving reliability, and/or improving supply performance
- Collaborate and partner with other plant leaders and CoE's to prioritize and improve performance (i.e. HSE, Quality, Reliability, Procurement, Supply Chain)
- Own the local P&L, follow the OTIF closely and set the relevant KPIs for the production
- Effectively manage critical situations - key communications to stakeholders, develop and execute action plans, and mobilize resources
- Develop people - build an organization of empowered, highly performing cross functional teams and individuals, in close cooperation with the local HR Manager
- Participate in diverse internal and external meetings with customers, authorities, auditors, and other stakeholders
- Participate in developing a site culture based on collaboration, trust, diversity and inclusion
- Develop systems and processes that track and optimize productivity and standards, metrics, and performance targets to ensure effective return on assets.

Your professional and personal qualifications

Being the ideal candidate for this role, we presume that you possess the following professional and personal qualifications:

- Experience with management of production facilities, preferably in food processing and/or pharmaceutical production and GMP
- A fair understanding of manufacturing processes
- Experience with managing safety in an operational environment
- Experience in employee leadership
- International experience and good Danish and English skills
- Ability to think strategically and to plan effectively, set priorities and put ideas into practice
- Natural skills when it comes to making strong action plans, communicating processes and implementing systems.

At a personal level, we are searching for a structured person with a fair amount of human insight and cross-cultural understanding. We expect you to have a curious and inquisitive mindset and a natural interest and eager to always look for better solutions and to drive positive change processes.

As a manager, you act in a visible and open way using clear and constructive communication. You are the kind of person who takes ownership, and you have a natural talent for influencing, motivating and empowering others to do the same.

By means of your own passion, enthusiasm and determination you create commitment and deliver results with and through people.

Your educational background is not our primary focus. It is your professional experience that counts. However, a technical background would be an advantage.

We are offering an attractive and challenging job in an industry, which is constantly on the move. Here is your chance to challenge your personal and professional skills in a highly ambitious and professional environment.

The compensation will be in accordance with qualifications and responsibilities.

Starting date: Soonest possible.

Interested?

Please apply soonest possible (in English) by clicking the "Apply" button and thereby uploading your CV and application. For any additional information, please contact Mette Landau from Landau Headhunting by phone: +45 2190 2188.

Landau Headhunting will carry out the recruitment process. Therefore, all inquiries should be directed to Landau Headhunting. We will call in relevant candidates for interviews on an ongoing basis, and we reserve the right to call in candidates prior to the application deadline.



We are looking forward to hearing from you!

ADM says:

At ADM, we unlock the power of nature to provide access to nutrition worldwide. With industry-advancing innovations, a complete portfolio of ingredients and solutions to meet any taste, and a commitment to sustainability, we give customers an edge in solving the nutritional challenges of today and tomorrow. We're a global leader in

human and animal nutrition and the world's premier agricultural origination and processing company. Our breadth, depth, insights, facilities, and logistical expertise give us unparalleled capabilities to meet needs for food, beverages, health, and wellness, and more. From the seed of the idea to the outcome of the solution, we enrich the quality of life the world over. For more information about ADM, please have a look at: www.adm.com