

I. Introduction of the Company:

Chr. Hansen A/S is a global bioscience company based in Hørsholm, Denmark that develops natural solutions for the food, beverage, nutritional, pharmaceutical and agricultural industries. The company develops and produces food cultures, enzymes, probiotics and natural colors.

Founded in 1874 in Copenhagen by Danish pharmacist Christian D.A. Hansen, the company has been listed on Nasdaq OMX Copenhagen in June 2010.

Key figures:

- + 3,000 employees
- 2017/2018 Revenue of 1,097 million € compared to 949 million € in 2015/2016, corresponding to an organic growth of + 8-10%
- Revenue geographic repartition: 45% in EMEA, 26% in North America, 13% in Latin America and 16% in Pacific Asia
- Every day Chr. Hansen's ingredients are consumed by more than 1 billion people worldwide.

Expertise in natural solutions:

- **Food cultures & Enzymes and probiotics** for the dairy industry and for the food industry in general – e.g., for wine and meat.
These ingredients determine taste, appearance, nutritional value and health benefits
Chr Hansen is the global market leader in dairy ingredients
- **Health & nutrition:** Probiotic cultures for dietary supplements, pharmaceuticals, infant formula, animal nutrition and health and plant protection
- **Natural colors** for the food industry: with a focus on beverages, confectionery, ice cream, dairy and fruit preparations, prepared food.

A science-based approach & strong commitment to innovation:

The company believes in strong research and documentation through scientific study program trials.

- 14% of employees work in R&D and around 7% of turnover is spent on R&D
- A large Innovation team with 200+ experts, strong platforms in bioscience technologies, extensive research and close dialogue with customers
- A strain library (over 30,000 strains) continuously growing through partnerships all over the world
- Major basic research facilities in Denmark, France, US, Germany
- 40 years' experience since Chr. Hansen's entering the Probiotics area in 1978.

Close relationship with academia:

- +300 scientific partnerships par year with universities, research institutions, PhD students
- Representation in +30 international scientific associations, advisory boards etc.
- 125 publications in scientific journals and text books since 1989
- Often serves as referees on scientific articles, examiners on PhD committees and speakers at scientific conferences.

Customer driven innovation:

- More than 1,000 development projects with customers every year
- Customers have access to individually adjusted solutions
- Customers get quick access to the group's global and local technology centres.

With customers in around 140 countries, Chr Hansen has an international presence in 30 countries and production sites on five continents:

major production sites are in Denmark and Germany (Nienburg and Pohlheim), in France (Arpajon) and in the US (Milwaukee).

Strategy → Nature's no.1 to improve food & health:

- To meet consumer demand for tasty, healthy, natural, safe and affordable food and nutrition
- To meet customer and consumer needs through natural means.

The values – ambition, performance, accountability, teamwork and honesty – are the base of Chr Hansen business.

Chr Hansen Animal Health & Nutrition: www.chr-hansen.com/en/animal-health

Chr. Hansen's Animal Health business carries market leading positions in silage and probiotics for the livestock industry.

The business unit has an annualized revenue growing around 10% YOY.

The business has a history of high organic growth, is highly profitable, and has strong established products and brands in the key segments.

From a geographical standpoint, the business is primarily in North America, but also has a strong presence in Europe, and a growing presence in Latin America, and Asia.

Its customers are distributors, pre-mixers, feed manufacturers, integrators and farmers.

Closeness to customers: With an ever-expanding range of probiotics, Chr Hansen works continuously to develop the products of tomorrow, enabling farmers to produce the high quality, sustainable, and safe food that global consumers demand.

II. The position: Global Poultry Product Technical Manager

Department: Animal Health & Nutrition, Commercial Development (CD):

Reports to: Senior Global Product Manager Poultry

Perimeter: Global position.

Location: Europe based. Preferably in Denmark, home-office possible.

50 % Home-office time & 50% External (customer, KOL work, events & conference, face time at HQ, one week /month in Denmark): of which most of it requires travelling all regions.

➤ **Animal Health Poultry Portfolio:** www.chr-hansen.com/en/animal-health/poultry

- GalliPro®: the enzyme maker
- GalliPro® MS: Dual Action
- GalliPro® Tect : the enteritis player
- GalliPro® Fit: Food Safety First

1. Context:

The market for microbial-based solutions for animal health develops favorably, supported by increased focus on reducing the use of antibiotics in livestock production.

2. Main stakes:

- Scientific Advisor
- Manage Key Opinion Leaders relationships
- Participate in Probiotic Strain Life Cycle Management
- Customer & Business Partner interactions.

3. Job Specification:

➤ **Scientific Advisor:**

- Scientific literature monitoring, scientific networking and partnership
- Design protocols, contract Centre Research Organizations, pilot trials, complete final reports
- Be a support to Technical Sales Manager for protocol validation, trial implementation and results analysis
- Collect and analyze the data, value experimental and marketing trials' results, develop content for promotional materials
- Define with innovation team the Trial plan and the Publication plan: submit papers and abstracts to peer-reviewed journals and conferences, prepare the presentations/papers, according to the Poultry brand plan

- Propose and manage the budget of the annual experimental trial plan.
- **Manage Key Opinion Leader relationships:**
 - Identify and maintain list of global Key Opinion Leaders (KOL): consultants, researchers, industry influencers.
 - Prioritize interactions and develop action plans to engage and influence global KOL.
 - Coach regional technical sales managers to develop action plans for local KOL.
 - Represent Chr Hansen at industry associations and influence audience, according to strategic marketing priorities.
- **Participate in Probiotic Strain Life Cycle Management:**
 - Define with Innovation team the new products 'strategy and the work-planning to improve the knowledge of new strains: new product ideas, strain selection, new formulations, new applications, product combinations
 - Analyze TSM (regional Technical Sales Managers) and customers' feedbacks
 - Collaborate with Poultry Marketing Product Manager to define needs of new products, target segments, value proposition, product positioning, Poultry brand plan
 - Implement life cycle plans for probiotic bacteria strains.
- **Customer & Business Partner interactions:**
 - Support Regional Sales team in technical discussions with pre-defined Key Accounts
 - Provide technical support (training, answering questions, sharing information) to local / national distributors or business partners, according to brand plans and as agreed with sales teams.
 - Present relevant and up to date nutrition / health, and product information at customer meetings, trade shows, other events organized by the sales team or local distributors.
 - Provide up to date and forward-looking technical input to regions and global teams for strategic planning, brand plans, and innovation projects.

4. Candidate Profile:

- Education: Ph.D or masters in agricultural science, poultry nutrition, health, production or breeding.
- Experience: 10 years' experience minimum
International Poultry Technical Manager in the Feed additives industry or Veterinary pharmaceutical industry, premixers or feed manufacturers.
- Required skills:
 - Technical support & clinical trials' implementation
 - A deep technical understanding of the challenges faced by modern Poultry producers
 - International experience/ Collaboration with different cultures and nationalities
 - Excellent communication skills in English, oral and in written
 - Available to travel.

- Additional Favorable skills:
 - Experience in Probiotics / Gut Health / Antibiotics.
 - Previous experience of poultry production
 - Statistical skills.
 - Second international language

5. Attractive points of the position:

- An attractive market:
High-growth market (+8%) with the reduction in the use of antibiotics in livestock production.
- Chr Hansen, A world leader in Probiotics,
 - Double digit growth, double that its probiotics market
 - The world's largest commercial bank of bacterial strains
 - Science-based & research proven approach: 7% of turnover invested in R&D
 - Strong notoriety of professionalism
 - Belongs to an international group with high ambitions in animal nutrition
 - Leader in the post antibiotic world and thus in public health.
- A complete position: Strategic & operational
 - Global responsibility and multicultural dimension
 - High level of responsibility and autonomy
 - Transversal management allowing a quick knowledge of the company
 - Evolving position.

6. Personality / Personal Attributes:

- Able to explain the complex probiotic's mechanism of action and interaction in the intestine into simple words
- Hard worker, highly self-driven, self-motivated and entrepreneurial mindset
- Strong analytical skills
- High sense of organization and priorities
- Results and objectives oriented
- Autonomous & team player
- Adaptable and flexible
- Customer oriented.

7. Compensation Package:

Chr Hansen proposes a package including:

- A fix gross salary depending on the profile of the candidate (flexible)
- A bonus of 10%.

The approach of potential candidates will confirm the fit of this package compared to the market.