



CEO

The Role

An experienced CEO is needed to lead Xampla through its next scale up phase. The candidate will have a strong track record of running a speciality chemicals business and understand complex manufacturing supply chains. Ideally, they will also have good understanding of process engineering.

The CEO will provide a key leadership role in developing and executing business strategy, expanding market opportunities including global revenue build out, and establishing alliances, acquisitions, partnerships, and other collaborations. Working with the existing team and the Board of Directors, the CEO will play an integral role in leveraging their experience and skills to align the ground-breaking technology development with highly ambitious strategic and commercial goals at this uniquely positioned materials science organisation.

The role includes:

- Leading and motivating the company ensuring that everyone knows the long term vision of the company, and what they personally can do to deliver it
- Spearheading the development of business relationships and strategic partnerships at the C-suite level to commercialize the technology
- Overall ownership for strategic, commercial and operational activities
- Developing & growing the existing team of employees and external partners while ensuring the open and collaborative company culture is retained
- Building, motivating, and leading a high-performance management team, and providing mentoring to the team
- Defining and agreeing the future strategic direction of the company in conjunction with the staff, partners and Board of Directors, and establishing and tracking objectives and KPIs for the business
- Making quick decisions to match the speed and pace required of the company
- Securing a robust IP position both in terms of patents and know-how

- Assisting as required in raising additional capital at appropriate valuations to enable the company to meet sales, growth and market share objectives
- Acting as the key company spokesperson with clients, investors, business partners and the press
- Liaising with the technical team on critical issues related to the product roadmap and customer deliveries

Candidate Requirements

The company is seeking candidates with the following:

- The candidate should be entrepreneurial, a self-starter, able to inspire confidence in a range of stakeholders and partners, and have the skills to lead and develop a high performing science-led, innovative team with a high level of autonomy, creativity and independence
- Be passionate about Xampla's mission of addressing plastic pollution and the potential to build a truly category defining company
- A real passion for sales: selling a vision and products to customers, partners, staff and investors
- Fully understands the value and use of marketing and a consumer facing brand
- Have a successful track record of leading and developing high performing technical teams, and can balance the need to protect them to ensure quality, and driving them to deliver products on time
- Demonstrable ability to navigate an ever-changing market place, by rigorous analysis as well as creative drive
- Startup experience, especially in scaling a team and raising funding for later stage startups
- Living in or willing to relocate to Cambridge
- Has been a CEO previously, or a General Manager with P&L, Engineering and Sales responsibility
- Is flexible enough to deal with co-opetition with other sustainable material players to provide the best solution to customers
- Is able to work comfortably at C level in companies

- Understands and navigate their way through complex FMCG manufacturing supply chains
- Has scaled technology from lab, through pilot plant to high volume manufacturing
- Will get their hands dirty to solve the short term problems that startups face
- Ideally, they will also have good understanding of materials, conversion of materials, and process engineering
- Can balance long term strategic goals with a short term focus on day-to-day execution

Package

- Salary and options commensurate with the role
- Generous holiday package
- Flexible working options