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## Vacancy Environmental, Social, Governance (ESG) Director

Location: Nijverdal, the Netherlands

Company: TenCate Grass

Education: Bachelor degree or higher

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### TenCate Grass at a glance

TenCate Grass is the global leader in the development and manufacturing of synthetic grass yarns and backing. The yarns and backing are the components with which TenCate Grass subsequently manufactures turf products for Sports, Leisure and Landscaping applications. TenCate Grass' sports installation companies or distribution partners apply these turf products in systems for football, American football, hockey, rugby, tennis and many other sports, all over the world. Also Landscaping turf products are marketed directly or are sold through distribution partners.

TenCate Grass is a fully vertically integrated group of Companies, starting with new product development, through manufacturing, installation and maintenance, ending with recycling of end of life turf. This allows us to take full responsibility for the quality and integrity of our products and systems, thereby ensuring maximum customer satisfaction. This is consistent with our ambition to be the best supplier in our industry.

TenCate Grass is a truly global player. Our grass yarn manufacturing plants are located in the United States, Dubai (UAE) and the Netherlands. Our turf manufacturing operations are located in the United States, the United Kingdom, the Netherlands, Malaysia and New Zealand. To be close to our markets, we have sales, distribution and installation companies in more than ten countries.



### ESG at TenCate Grass

Synthetic grass provides many advantages to individuals and communities. It allows for people to play sports and exercise, even in highly congested areas, all day, every day. It does not require any water while water is becoming scarcer all the time. However, it is a plastic based product which requires the proper care from manufacturing right through to end of life recycling. TenCate Grass strives to be the absolute world leader when it comes to all **environmental** and sustainability aspects. This is deeply engrained in all our employees, whichever activity they are in.



We strive to be the employer of choice in our industry. We employ well over 1.500 people in a variety of positions, all over the world, from manufacturing to people being 'on the road' installing sports fields. We have employees in our care, e.g. in Dubai, where people are with us for prolonged periods of time. We want to ensure that on all **social** aspects, not only related to compensation, we meet the highest standards.

Finally, we operate in many different countries. We source raw materials and services from many suppliers. We want to ensure that we meet the highest **governance** and ethics standards regardless of where and with whom we do business.

## What will the job involve?

As ESG Director, you will get the exciting opportunity to further shape the ESG policy and strategy of TenCate Grass. You will be the pivotal point between all the stakeholders and providers of ESG input and performance, including R&D, Directors of manufacturing plants, Procurement, Human Resources, etc. Though ESG is deeply ingrained in the Company, you will be the driving force to accelerate efforts and to continuously raise the bar. You will be in a position to take a holistic view, across functional areas, to ensure that ESG outcomes are optimal. You will report to the group CEO.

## Who are we looking for?

- You are passionate about all ESG aspects, particularly around Environmental and Sustainability
- You have an energetic personality with a proactive mindset and a hands-on approach
- You get your authority from knowing the details and your ability to zoom out to provide the holistic view
- You have the ability to create and implement an ESG policy
- You have the ability to connect internal and external expertise
- Lead the Company from strategy to implementation of the sustainability agenda
- You have an engineering background
- You have some experience in the ESG area, whereby Environmental and Sustainability take priority
- You have strong project management and execution skills, with the ability to set clear priorities
- You have excellent presentation, social and communication skills
- You are comfortable operating all over the world
- You are fluent in English, both verbal and written

## Our offer

You are challenged to work in a dynamic Company in a fast-changing environment. You will have the opportunity to shape your job with your own skills. You will be surrounded by colleagues with passion for our products and our industry, from a variety of backgrounds and nationalities. We highly encourage new ideas, out of the box thinking and ambition to be the best at what we do. You will have the opportunity to contribute to this and to be part of the future success of TenCate Grass.

Naturally, your compensation will be attractive based on an employment agreement for an indefinite period of time.

The position will be predominantly based in our head office in Nijverdal. However, the responsibilities are global, hence regular travel will be required.

## Interested?

Then apply for this position by sending your application to Mrs. Marlinda Timmerman, Group Human Resources Director: [m.timmerman@tencategrass.com](mailto:m.timmerman@tencategrass.com)