



Position Brief  
Chief Executive Officer  
Donau Carbon U.S. LLC

September 2024



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# The Opportunity

*This is a unique opportunity for a commercially savvy leader to take the helm of a well-regarded company and drive its U.S. operations to new heights. If you are a visionary executive with a passion for growth and a track record of success, we invite you to explore this exciting leadership opportunity with Donau Carbon U.S., LLC.*

## Company Overview

Donau Carbon, a well-regarded business unit of Donau Chemie, is a leading provider of activated carbon solutions, offering a comprehensive portfolio of products and services for purification and filtration needs. The company operates state-of-the-art manufacturing facilities that produce high-quality activated carbon products, designed to meet stringent industry standards. With a focus on sustainability, Donau Carbon leverages advanced technology to deliver eco-friendly solutions that optimize performance across various applications, including water treatment, air purification, and industrial processes. Backed by decades of experience, Donau Carbon provides tailored solutions that address specific client requirements, ensuring optimal outcomes in both standard and customized projects.

## About Donau Carbon U.S., LLC

Donau Carbon serves a global customer base, with market reach extending to over 60 countries worldwide. Within the United States, Donau Carbon is a trusted supplier to major industries, including water treatment plants, food and beverage companies, and air quality management firms from coast to coast. Donau Carbon USA has established key operational locations, including manufacturing facilities on the Florida Gulf Coast. These sites are critical hubs for production, distribution, and technical support, ensuring timely and efficient service to customers across the country.

## Strategic Opportunity

As Donau Carbon looks to the future, the company is focused on expanding its U.S. operations significantly. With a current U.S. revenue of \$18-19 million and a global revenue of approximately \$150 million, the company is poised for exponential growth. The new CEO will lead this charge, with a strategic mandate to double or triple the size of Donau Carbon's U.S. footprint over the next five years. This is a pivotal leadership role, with the opportunity to transform Donau Carbon's U.S. operations into a powerhouse within the U.S. market. The CEO will be instrumental in driving both organic and acquisitive growth, enhancing operational efficiencies, and integrating new services to complement existing offerings.

## For more information visit:

- [Donau Chemie Group](#)
- [Donau Carbon GmbH & Co. Kg](#)
- [Donau Carbon U.S., LLC](#)

# The Position

## Responsibilities

As the Chief Executive Officer of Donau Carbon U.S., LLC, you will be responsible for:

- **Strategic Leadership:** Develop and execute a strategic vision for the U.S. operations, focusing on substantial growth through both organic expansion and strategic acquisitions.
- **Commercial Focus:** Identify and capitalize on market opportunities to drive revenue growth, strengthen market position, and enhance customer satisfaction across key sectors including water treatment, air purification, and industrial processes.
- **Operational Oversight:** Ensure operational excellence by optimizing the performance of existing facilities, integrating new services, and maintaining the highest standards of product quality and sustainability.
- **Team Leadership:** Build and lead a high-performing team, fostering a culture of innovation, accountability, and customer-centricity.
- **Stakeholder Management:** Collaborate closely with the Managing Director, Donau Carbon GmbH, and other key stakeholders to align the U.S. operations with the global strategy and objectives of Donau Chemie.
- **Financial Management:** Oversee financial performance, ensuring profitable growth and efficient allocation of resources to maximize return on investment.



# The Candidate

## Competencies & Areas of Expertise

- **Commercial Expertise:** A proven track record of success in driving both organic and acquisitive growth, preferably in a commercially focused leadership role. Experience in the process chemical industry is desired but not required.
- **Strategic Vision:** Demonstrated ability to develop and execute a strategic vision that aligns with broader corporate goals, particularly in scaling a business and expanding market reach.
- **Operational Acumen:** Strong operational oversight skills, with the ability to optimize performance across manufacturing and service delivery functions.
- **Leadership Excellence:** A dynamic and visionary leader capable of inspiring and motivating teams, fostering a culture of innovation and continuous improvement.
- **Market Insight:** Deep understanding of market dynamics and customer needs within the industrial and environmental sectors, with the ability to anticipate trends and respond proactively.
- **Entrepreneurial Spirit:** A self-starter with an entrepreneurial mindset, ready to take bold actions to drive growth and transformation within the U.S. operations.

## Essential Qualifications

- Bachelor 's Degree in commercial business or engineering preferred
- 10+ years' progressive experience in industrial sales management
- 5+ years' experience as a proven P&L leader
- Prior M&A due diligence, execution and business integration experience is a plus
- Ability to travel extensively for business (75%+ depending on location)



# About Odgers Berndtson



Odgers Berndtson Executive Search is a leading global executive search firm, assisting private and public sector organizations find the highest caliber people for senior management appointments across North America and internationally.

Our reputation at the top of the executive search profession is over 50 years old. With offices in over 60 cities worldwide, our experienced executive search specialists operate with absolute discretion, integrity, and care, and are experts in finding exceptional individuals for challenging roles.

## WE ARE GLOBAL

We have the support of an excellent international network of offices on the ground expanding across more than 30 countries globally.

To apply:

Please submit a comprehensive CV along with a cover letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria.

The preferred method of application is by email to: [Tray.Herndon@odgersberndtson.com](mailto:Tray.Herndon@odgersberndtson.com).



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