



**Vice President,
Supply Chain - North America**



About the Company

About Brenntag

Brenntag is the global market leader in chemicals and ingredients distribution. The company holds a central role in connecting customers and suppliers across the global chemical industry.

Brenntag's two global divisions, Brenntag Essentials and Brenntag Specialties, provide a full-line portfolio of industrial and specialty chemicals and ingredients as well as tailor-made application development, marketing and supply chain solutions, technical and formulation support, comprehensive regulatory know-how, and digital solutions for a wide range of industries.

Brenntag has more than 17,000 employees worldwide and operates a network of more than 700 sites in 78 countries. In the field of sustainability, Brenntag pursues specific goals and is committed to sustainable solutions in its own sector and the industries served.

Brenntag Group manages its business through four geographically structured segments including:



EMEA (Europe, Middle East & Africa)

North America

Latin America

Asia Pacific



“As Brenntag, we have a clear understanding why we are important for our customers, supply partners, and basically for everyone: We connect with products, knowledge, and innovation to foster a sustainable future and care for human needs. We have the vision and the capabilities to shape the future of our industry by empowering our partners within networks, driving collaboration, excellence, and shared success.”

Christian Kohlpaintner
CEO Brenntag SE

Brenntag North America

Headquartered in Reading, PA, Brenntag's North American business operates over 190 locations across the United States and Canada through 6 Regional Operating Companies:

Brenntag Canada
Brenntag Mid-South
Brenntag Pacific

Brenntag Great Lakes
Brenntag Northeast
Brenntag Southwest

In addition to thousands of chemical products and a robust, nimble customer service and supply chain capability, Brenntag also offers specific application technology, extensive technical support, and value-added services such as just-in-time delivery, product mixing, formulation, repackaging, and inventory management.

Brenntag's North American Essentials business goes to market via the six Regional Operating Companies (ROC's) outlined above. These ROC's own the warehouse, fleet, operations, storage, and industry leading portfolio of the “core” chemical products that Brenntag has historically been known for and generates over \$5B in revenue. The North American Specialties Chemical business is a fast-growing business approaching \$1B in revenue. It is a heavily commercial oriented business model with very technically savvy sales teams, extensive application development/R&D, and unique supplier strategies and relationships. Brenntag Specialties focuses on discreet market segments (Water Treatment, Pharma, Food & Nutrition, Personal Care, Materials Science, among others). The Specialties business leverages Brenntag Essentials' operations, warehousing, customer service, and transportation/logistics platform to serve its markets and customers.



Brenntag's Purpose, Vision and Values

Brenntag's Purpose

Brenntag has a clear understanding why they are important for customers, supply partners, and virtually everyone in the world. This is because Brenntag

- *connects with products, knowledge and innovation*
- *fosters a sustainable future*
- *cares for human needs*

Brenntag is proud to be known as a trusted, reliable partner in chemicals and ingredients distribution. Beyond safely distributing products, they also distribute ideas. Their expertise in chemicals and ingredients, innovative capabilities, and supply reliability create value in countless ways.

Brenntag cares about sustainable solutions that are used every day and have a significant overall impact on the environment. The company connects the needs of industry with the needs of people and the environment for a world that works for everyone.

Brenntag's Vision

Brenntag's vision is to fulfill its purpose by becoming more and more effective in what they do. The company is very focused on growing its alliances, relationships and partnerships to multiply opportunities and make doing business easier for everyone.

Thinking in multiple and new dimensions to grow their innovation capabilities, Brenntag transforms its own business with digital tools, data and "Brenntag Excellence" ... all of which accelerate growth and efficiency.

As Brenntag improves and strengthens supply chains, they grow even closer to their customers and partners — further expanding their global presence and solutions for a more sustainable world. They see themselves as playing an indispensable role in the world and this fuels an ambition for the company to lead their industry ... continuing to lead and shape its future.

Brenntag's Values

Brenntag's core values inform and animate how the 17,000 Brenntag associates approach their work.

Care We take responsibility for each other, our partners and the world.

Trust We build relationships through authenticity and commitment.

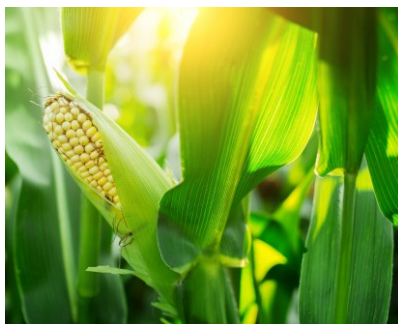
Clarity We work toward common goals with focus and determination.

Excellence We go beyond expectations, through excellence, innovation and collaboration.

Safety We put safety first in everything we do.



Agriculture



Animal Nutrition



Ceramics



Cleaning



Coatings & Construction



Composites



Cosmetics



Diesel Exhaust Fluid



Food & Nutrition



Lubricants



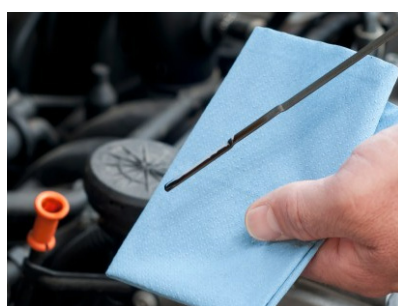
Marine Emissions Solutions



Mining



Oil & Gas



Pharmaceuticals



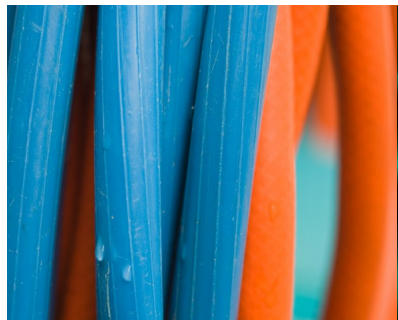
Polymers



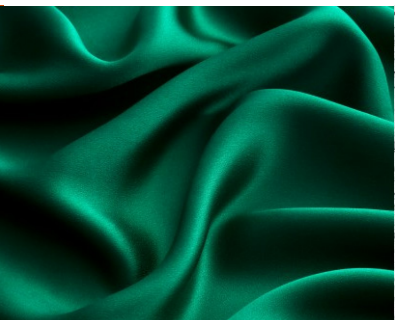
Pulp & Paper



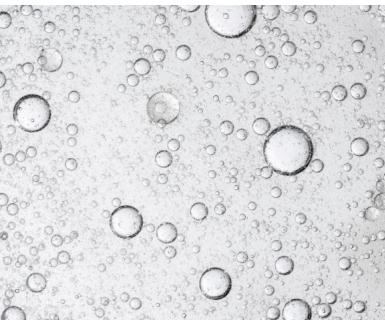
Rubber



Textile



Water Treatment

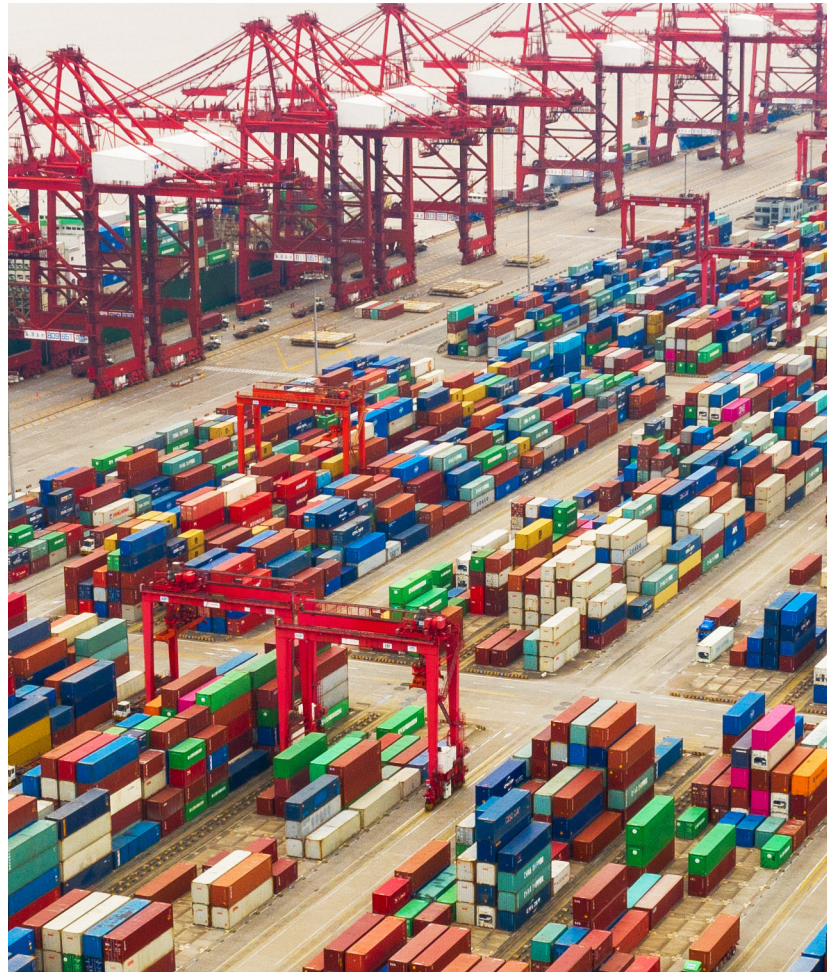




Brenntag is in the midst of a significant shift from a very decentralized organizational structure to a more coordinated approach that leverages Brenntag's €14B scale and global leadership position in chemicals. This shift to a more regionally/globally aligned business structure creates a significant opportunity for the new VP of North American Supply Chain to bring more best practices and network/supply chain optimization strategies to bear on the entire North American business. In addition, as the company drives a more seamless customer and operational rhythm and seeks to increase sustainability across its business, the new VP of North American Supply Chain will join Brenntag at a point in the company's history where there is an appetite for positive change.

Essential Responsibilities and Tasks:

- Collaborate and partner with Brenntag's Presidents of the Americas Essentials & Specialty businesses, regional presidents, focus industry presidents, and other cross-functional executive leaders with a goal to extend Brenntag's market leadership and competitive advantage.
- Ensure safety First is embraced as a core value in all locations and permeates every decision and every action across the business all the time
- Improve Brenntag North America's supply chain's quality, efficiency, and sustainability, including oversight of strategy, teams, process, WMS/TMS, etc., to achieve desired results.
- Bring a fresh perspective to how the company operates its distribution and transportation network – leveraging industry best practices and a track record that will support transforming and strengthening a multi-shift distribution network with thousands of products, custom chemical blends, bulk and specialized containerization, in-house & third party fleet, thousands of vendors & customers, and high transactional velocity.
- Create and monitor performance metrics across the supply chain network, ensuring alignment and support of cross-functional KPIs and financial goals of the company. Drive continuous improvement and process excellence while supporting P&L owners in delivering the company's financial goals.
- Lead strategic planning and execution across the distribution, logistics, and transportation organizations to enhance profitability, safety, and customer/stakeholder satisfaction.
- Bring an “optimization” mindset and capability that spans warehouse operations, transportation (fleet and third party), automation, labor, etc.
- Drive financial performance in line with the operating expense and CAPEX budgets.
- Build, influence, and lead a world-class team that sets the standard for engagement, performance retention, and export of leadership to other parts of the business.
- Model a commitment to delivering financial obligations while supporting and enabling the achievement of Brenntag's broad organizational transformation goals. Be catalytic in moving the business forward over short, medium, and longer-term time horizons.



- Bring appropriate urgency to the organization, quickly developing a 90-day improvement plan that harvests “low hanging fruit” while also establishing a high ROI, more extended range plan for the distribution, transportation, and safety functions
- Bring a metrics-based approach to network and transportation operations, developing key success measures (financial, inventory, turns, safety, quality, etc.) integrated into the vendor, customer, and company deliverables.
- Define information systems requirements to support process improvement initiatives. Integrate the technology and logistics functions to support process excellence.



Experience, Education, and Training

The role requires significant senior-level operations and supply chain experience and a demonstrated track record of success leading a relevant, multi-site distribution, logistics, and transportation organization within a multi-billion-dollar distribution/wholesale company. The individual will have the proven ability to develop and lead a cross-functional team of effective supply chain, operations, and logistics leaders across all levels & functions. The best candidate will have a background demonstrating transformational leadership and the ability to drive significant change and growth via formal and informal leadership.

- 10+ years of senior management and leadership experience in positions of increasing responsibility in a related/aligned national warehouse, distribution, logistics, and transportation network. Chemical distribution experience is desired but not required.
- A proven track record designing, implementing and leading a world-class distribution operation characterized by high safety standards, outstanding customer service, superior economics, and high team/associate engagement.
- The compelling blend of operational rigor, outstanding people management, urgency, and pace is carried out in a collaborative, quick, and reasoned style.

- Successful history of building and motivating high-performing teams via inspirational leadership and fact-based, rigorous management.
- Financial acumen, including an ability to drive operational performance, customer outcomes, and safety while improving profitability.
- Outstanding verbal and written communication ability with an aptitude for influencing and gaining support at all levels of the organization. In-particular, comfortable and effective influencing horizontally and in a matrix environment.
- The ability to operate fluidly in strategic planning and tactical execution modes.
- Experience working in a dynamic, high-growth environment with high expectations for superior results with vendors, customers, shareholders, and employees.
- Tough-minded and willing to stand one's ground when deliberating on issues while embodying high collaboration, trust, positivity, and flexibility and assisting in developing a frictionless and "drama-free" culture vs. one characterized by silos, self-centeredness, or politics.
- The ability to identify and develop talent internally and create a high-performing organization and new structure, raising the bar and upgrading the organization by attracting and retaining high-performance teams.
- Competency in leading warehouse and distribution center rationalization, site selection, setup, and operation.
- Pragmatic problem solver – makes things simple and gets things done.
- Undergraduate degree required. MBA is a strong plus.





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