

## **MANAGING DIRECTOR FOR NORIDANE NORWAY**

### **ABOUT THE JOB**

As the Managing Director, you will be responsible for developing and executing NoriDane Norway's operations and strategic direction. You will lead and motivate a talented team of seven employees across three offices in Aarhus, Turkey, and Oslo. You will work closely with other functions and countries to ensure smooth collaboration, effective processes, and continuous performance. As a natural part of your role, you will be a strong role model for NoriDane's We-Culture. You will also be part of the Extended Management Team and report directly to NoriDane's CEO.

### **ROLE AND RESPONSIBILITIES**

#### **Management**

- Lead, motivate, and develop a talented team of seven employees across three offices in Turkey, Aarhus, and Oslo.
- Ensure timely recruitment and development of new talent to support future growth and success.
- Manage day-to-day operations, ensuring collaboration, smooth processes, and efficient execution.
- Monitor budget and financial performance to ensure optimal use of resources across all operational activities.
- Monitor and manage operational risks, ensuring that all activities comply with NoriDane's policies, local and international regulations in close collaboration with Risk and the compliance team to mitigate risks.
- Manage the daily administration and leadership of the Norwegian office, ensuring its smooth and efficient operation while fostering a productive, organized work environment and culture.

#### **Strategy Implementation**

- Develop the strategy for NoriDane Norway that aligns with NoriDane's overall strategy and growth vision, in collaboration with the Executive Team, key partners (including Nortura), and relevant stakeholders.
- Execute strategic goals and business objectives, ensuring continuous progress.

#### **Trading**

- Lead and actively participate in trading activities, leveraging market insights to make informed decisions and drive performance, ensuring you meet or exceed budget targets.
- Optimize product flow while maintaining high product quality and meeting market demands.
- Identify and develop new market opportunities through market analysis, industry trend monitoring, and leveraging existing networks.

#### **Stakeholder Management and Partnerships**

- Build and nurture relationships with internal and external stakeholders, including suppliers, partners, and customers.
- Proactively seek out new collaborations, partnerships, and business opportunities.
- Manage relationships and communication with external stakeholders, ensuring that NoriDane's brand are positively represented and strengthened.

## **YOUR PROFILE**

We are looking for an experienced Manager with a strong international perspective, capable of balancing strategic vision with operational excellence. We are looking for a leader who can inspire, challenge, and support the team while creating a high-performance culture built on trust, openness, and accountability. As a leader, you are inclusive, a good listener, and curious about acquiring new knowledge. You empower your team by giving them autonomy in their day-to-day responsibilities.

In addition:

- You have a minimum of five years of experience in management from a food trading company or a similar industry, with a strong understanding of market dynamics.
- You have a strategic approach to developing long-term, sustainable product flows.
- You make decisions based on data, analysis, and trends.
- You have a proven track record in managing teams, driving performance, and fostering high employee satisfaction.
- You have strong interpersonal skills.
- You have the ability to work effectively in a fast-paced, international environment.
- You possess outstanding communication skills and can communicate effectively in English.
- An educational background in Business, Management, Supply Chain, Food Sciences, or a related field is preferred.

## **ABOUT NORIDANE**

NoriDane is a global trading company with its headquarters in Denmark and offices in Norway, Poland, Spain, Brazil, Croatia, Turkey, Vietnam, Serbia, North Macedonia, and Mexico. NoriDane trades high-quality meat products, fish and seafood, eggs, and dry food products that meet the highest veterinary standards.

NoriDane's mission is to be the best link between importers/distributors and slaughterhouses/deboning plants by providing market information, product knowledge, transport/shipping solutions, and financing.

## **OUR CULTURE**

You will be part of a growing company with highly committed and dynamic colleagues, all united by a strong value-based approach. At NoriDane, we embrace the Arbinger principles, integrating them into our daily ways of working, thinking, and interacting. We believe in empowering individuals to take ownership of their tasks while fostering a culture where mistakes are seen as valuable learning opportunities. Our environment promotes openness, transparency, and continuous growth, creating a workplace that is not only ambitious and passionate but also collaborative, fun, and supportive. We believe in promoting a healthy work-life balance and offer flexible work arrangements to support the well-being of our team.

## **WANT TO JOIN OUR TEAM?**

Please send your CV, application, and other relevant information to [jobs@noridane.com](mailto:jobs@noridane.com).

We encourage a diverse culture and invite all qualified applicants to apply regardless of age, gender, religion, sexual orientation, handicap, country of origin, or ethnicity.

We will review applications on a rolling basis and close the process when the right candidate has been found. We expect the starting date to be as soon as possible.

If you have any questions about the position, you are more than welcome to contact **Annika Olsen**, Head of People & Culture, at [aol@noridane.com](mailto:aol@noridane.com) or **Ronnie Melbye**, CEO, at [rm@noridane.com](mailto:rm@noridane.com).