



victrex

For the Appointment of  
**Asset Management Leader**



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**FWB Park Brown**

Executive Search

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## Introduction from Jeff Versterre, Chief Operating Officer

Let me introduce myself, I'm Jeff Versterre, Chief Operating Officer for Victrex. Thank you for taking the time to become acquainted with Victrex and taking an interest in the Asset Management Leader role. I hope this candidate brochure will make you as excited as I am about Victrex. I'm delighted to have joined Victrex this summer, having lived and worked in the Netherlands, UK, USA and more recently Canada.

Victrex is a world leader in sustainable PEEK and PAEK-based polymer solutions. Our purpose is to bring transformational and sustainable solutions which address the world's material challenges every day.



Our products help replace metal across all of our 5 core markets – Aerospace, Automotive, Electronics, Energy & Industrial and Medical - and we are supported by global megatrends such as CO2 reduction, with our products helping planes to fly lighter, cars to remain efficient and supporting clinical benefit in the Medical device industry.

As Chief Operating Officer I'm responsible for Integrated Supply Chain which includes Manufacturing, Procurement, Supply Chain, Continuous Improvement, Quality, Asset Management and Safety. We have a comprehensive Integrated Supply Chain strategy and together we ensure we are fully aligned to drive operational excellence and safely deliver our role in Victrex's ambitious growth strategy

Whilst our growth strategy is appealing in itself, the opportunities we have to deliver transformational change in sustainability, asset management and continuous improvement are also instrumental in the delivery of our strategy and make Victrex a fantastic team for passionate Integrated Supply Chain professionals.

I would like to invite you to explore our website and learn more about our exciting products and growth opportunities [www.victrex.com](http://www.victrex.com). You'll recognize we have a unique product, great position and financial profile and modern assets. However our most valuable assets are our people and working together as one team, with 800+ employees across all of our global locations, including at our UK manufacturing facilities. I do hope you'll enjoy learning more about Victrex and exploring the Asset Manager Leader role with FWB Park Brown and I very much look forward to meeting you.

## About Us

### *A world leader in PEEK and PAEK-based polymer solutions*

With every new development, we seek to deliver better outcomes for our customers - helping manufacturers overcome complex design and engineering challenges.

Thinner, smarter, lighter, more fuel efficient and durable; we work continuously to achieve improved economic and performance solutions, guided by megatrends such as climate change, social demographics and technology breakthroughs.

Every day, millions of people use sustainable products and applications containing our materials - from smartphones, aeroplanes and cars to oil and gas operations and medical devices. The diverse and innovative uses for our PEEK polymer have never stopped growing and evolving.

## Industries

### *Transforming industries*

Find out how VICTREX PEEK is delivering innovations in these industries



**20,000 +**  
Aircraft rely on Victrex solutions.

**AEROSPACE SOLUTIONS >**



**500+ MILLION**  
VICTREX™ PEEK based parts in automotive applications

**AUTOMOTIVE SOLUTIONS >**



**4+ BILLION**  
Mobile devices use APTIV™ acoustic film.

**ELECTRONIC SOLUTIONS >**



**75+ MILLION**  
VICTREX™ PEEK seals in use today.

**ENERGY SOLUTIONS >**



**100+ MILLION**  
Machines operate using Victrex solutions.

**INDUSTRIAL SOLUTIONS >**



**13+ MILLION**  
Implanted devices worldwide use Invibio PEEK-OPTIMA™ polymers.

**MEDICAL SOLUTIONS >**

## Facts & Figures

### Victrex at a glance

We help customers deliver new solutions to shape the world we live in, transforming industries and people's lives.

Our focus is on six core markets – aerospace, automotive, energy, electronics, manufacturing & engineering and medical – and our connection to global megatrends drives our product leadership and innovation within these markets, shaping new materials, forms and parts.

As the #1 PEEK experts we can advise customers on PEEK in ways no other company can, supporting organisations to accelerate their growth ahead of the market by delivering disruptive technologies.

We aim to help accelerate business success for all, in close collaboration with customers. We can support every stage of component development, from concept to commercialisation and help develop new supply chains to bring solutions to market.





## Making a Difference

### *Innovation with imagination*



Climate change, social demographics and technology breakthroughs are examples of the global megatrends reshaping our world. We apply new thinking that challenges the status quo, finding new ways to solve complex design challenges, with game-changing solutions that inspire breakthroughs using material science.

[Click here to watch video](#)



## Role Description

### Purpose

Lead all aspects of short, medium and long term asset integrity for their manufacturing site to provide optimised asset production capacity in support of the Victrex strategy.

### Responsibilities

- Develop, agree and implement asset integrity plans for the short medium and long term to ensure the reliability and availability of assets and to all regulatory and compliance requirements
- Develop, agree and implement a framework for asset integrity functional excellence – standards, organisation, competence
- Deliver capital expenditure programmes to time, budget and scope
- Deliver continuous year on year improvement in maintenance both in terms of reliability and cost
- Budget planning and cost control
- Management of range of multidisciplinary maintenance and engineering teams c 70-90 and assets to the value of £250m-£300m

### Profile:


- Significant demonstrable experience as a management team member in a large sized chemical plant
- Ideally worked at multiple sites for a multi-national or has worked a multiple reputable chemical companies with mature maintenance excellence processes
- Demonstrable experience in successfully delivery chemical plant capital expenditure programmes maintenance
- Demonstrable experience of successfully delivering programmes to drive a step change improvement in how maintenance and asset integrity is delivered
- University level education or equivalent experience
- Practical working knowledge of regulatory and compliance requirements for plant operations

### Would be a plus to have had exposure to:

- COMAH/High Hazard sites
- ERP or CMMS implementation
- Exposure to Lean Six Sigma / standardized maintenance work processes/ maintenance excellence maturity models

# Victrex Operational Excellence Strategy

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## VICTREX OPERATIONAL EXCELLENCE STRATEGY

**Victrex Strategy**

We bring transformational and sustainable solutions that address world material challenges every day!

- Growing faster than sector in targeted areas
- Rooted in product leadership.
- Maintaining and growing markets; new and existing
- Based on strong ESG credentials

With a global integrated supply chain and partnerships:

- Underpinned by Sustainability and Operational excellence that secures our cost competitiveness leveraging latest available (digital) technology.

**ISC: Support Victrex delivering on strategy**

- ▶ Best in class safety, quality, operational, customer service and product performance
- ▶ A cost position that creates a competitive advantage in our industry
- ▶ Leveraging proficiency of our highly skilled work force, proud owners of our assets.
- ▶ We know that our assets are safe plus ready to support growth and we can proof it.
- ▶ Expand and Leverage Procurement capabilities beyond raw materials to drive savings
- ▶ Sustainable continuous improvement of safety and productivity through standardized best in class work processes [upstream polymer] and lean tools [downstream forms, parts]

**ISC functional end state targets:**

**SAFETY:** OSHA injury rate <0.2, No reportable Process Safety Incidents  
**Zero Tolerance** for Golden Rule breaches widely accepted

**PEOPLE:** Capability in Asset Management and CI, Develop a talent bench, D&I

**SERVICE:** 98% OTIF versus promise with optimized stock levels  
Customer supported with real time order information

**COSTS:** Supply chain costs 5 % of revenue, COPQ reduction  
3% year-on-year cost productivity, 2.5% procurement savings vs index

**CAPITAL:** AP 60 days, 12 wks on hand inventory, Reinvestment capex ratio ~1

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# Asset Management Strategy

1<sup>st</sup> draft



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## How to Apply

To apply, please send your CV and covering letter to Jaclyn Needham or Ailsa Sutherland on:

[fwb@fwbparkbrown.com](mailto:fwb@fwbparkbrown.com)

Or alternatively, you can contact them at our Edinburgh office for an initial confidential discussion on:

+44 131 539 7087.





**FWB Park Brown**  
**T: +44 (0)131 539 7087**  
**[www.fwbparkbrown.com](http://www.fwbparkbrown.com)**

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