

BUSINESS DEVELOPMENT MANAGER NEW ENERGIES

From the electricity powering your home to the vehicle you rely on for your daily commute, the bread that fuels your day – these essential elements all trace their origins to the movement of bulk commodities. And chances are, these vital materials passed through one of HES International's state-of-the-art terminals.

With a team of over 1,200 dedicated professionals, HES International operates 24/7, ensuring seamless delivery of bulk commodities to customers worldwide. As Europe's largest multi-purpose independent bulk handling company, we excel in handling liquid and dry bulk products, seamlessly connecting deep-draft terminals to inland distribution networks via pipeline, barge, truck, and train.

Join our dynamic team and become part of an industry leader committed to breaking new ground in bulk handling. Together, we'll shape the future of logistics and ensure that the world's essential commodities continue to flow smoothly, powering economies and enhancing lives.

ARE YOU READY TO MAKE AN IMPACT?

Are you ready to lead Europe's most ambitious New Energies project portfolio from strategy through to investment decision? At our terminals in Wilhelmshaven and Rotterdam, we are developing state-of-the-art New Energies projects that will play a vital role in reducing industrial emissions across Europe. The portfolio spans hydrogen derivative import and processing facilities (LOHC, ammonia, methanol-to-jet), CO infrastructure, and selected electrification opportunities.

These projects are initiated and driven by a small, agile New Energies team working closely with development partners, customers, permitting authorities, and the experienced teams at our terminals. This is where strategic vision, commercial judgment, technical insight, and stakeholder leadership come together — and we are looking for a Business Development Manager New Energies to be the integrating force that drives the portfolio from opportunity to bankable project.

Lead Europe's New Energies project portfolio from concept to investment decision

"As Business Development Manager New Energies, you are the integrating force across our entire project development portfolio. You bridge commercial structuring, technical development, permitting orchestration, and executive decision-making. You ensure our partnerships are well-structured and our investment cases are robust, while keeping leadership and the board informed with crisp, high-quality materials. Your work directly determines whether our New Energies ambitions become operating assets." –

Otto Waterlander – Director New Energies

WHAT WILL YOU DO

Portfolio leadership & project prioritization

- Lead a multi-project New Energies portfolio spanning LOHC, ammonia, methanol-to-jet / eFuels, and BESS across Wilhelmshaven and Rotterdam.
- Determine project prioritization, stage-gate logic, and resource allocation across the portfolio in alignment with shareholder strategy and market developments.
- Manage the overarching portfolio roadmap and milestone framework, tracking progress across all development workstreams.
- Lead the central integration between commercial, legal, permitting, engineering, finance, communications, and terminal operations teams.

Commercial development & partner structuring

- Structure and drive partner development processes with external co-developers and strategic counterparties.
- Prepare, align, and submit commercial materials including Expression of Interest, Investment Memorandums, legal contracts, coordinating internal governance and approval with HES International leadership.
- Negotiate key agreements – from Heads of Agreement through to Terminal Use Agreements – as the commercial and technical lead.
- Translate market and regulatory developments (hydrogen derivatives, eFuels, European energy policy) into clear strategic options and portfolio selection.

Technical development coordination

- Initiate and steer pre-development workstreams including feasibility studies, Pre-FEED, and FEED, including the selection and management of engineering consultants.
- Define and align the overarching technical concept for New Energies terminals, ensuring efficient resource use, optimal integration with existing terminal operations, and investment-readiness by target milestones.
- Manage technical interfaces with partners and co-developers – covering scope boundaries, utility integration, and infrastructure logic across HES and partner scopes.
- Oversee the DEVEX, CAPEX, and OPEX development in the technical section of the business case; maintain transparency on cost development and schedule risk for decision-making.

Permitting strategy & regulatory orchestration

- Own the permitting strategy across the portfolio: align with permitting experts on which permits apply, determine the critical path, and establish the division of responsibilities between HES and development partners.
- Commission and orchestrate external legal and regulatory advisors and align on permitting matrices, authority interface preparation, and scope deliverables.
- Support subsidy applications by developing and coordinating technical and strategic input on award criteria, in particular EU Innovation Fund and relevant German and Dutch subsidy frameworks.

Executive reporting & governance preparation

- Prepare and maintain all senior management (HES Executive Committee and Supervisory Board) materials: project progress updates, decision memos, milestone tracking, investment cases, and resource implications.
- Translate complex multi-workstream project content into crisp, high-quality decision materials for senior leadership and shareholders.
- Ensure governance and approval workflows are followed across project stages, including coordination with the Director New Energies and the Board.

External positioning & stakeholder management

- Act as the primary external interface for New Energies project development across partners, customers, advisors, permitting authorities, and terminal stakeholders.
- Coordinate leadership and site visits, project narratives, and selected external communication outputs that advance the New Energies project portfolio.
- Support HES positioning at conferences, in customer interactions, and in subsidy or policy environments, ensuring a consistent and compelling project narrative.

WHAT YOU BRING

- A ~10 year background in strategy consulting, business development, and/or commercial management, combined with a strong technical understanding of infrastructure, energy, or industrial processes.
- Proven ability to combine commercial judgment with enough technical depth to

challenge scope, timeline, permitting assumptions, and interface logic.

- Track record of leading complex, multi-workstream development projects in ambiguous environments with multiple external stakeholders.
- Strong, top-down written and verbal communication; able to produce crisp executive memos, board materials, and external partner correspondence.
- Comfortable navigating complex stakeholder environments: lawyers, engineers, consultants, terminal operations, co-developers, and senior leadership.
- Fluency in English and Dutch; German is highly valuable given the Wilhelmshaven context.

WHY JOIN US?

HES is serious about the energy transition, and the proof is in the infrastructure. We have deep-draft terminals in Wilhelmshaven and Rotterdam, assets that took decades to build, and direct access to the import corridors Europe's hydrogen derivative market will depend on. The assets are real, the projects are live, and the investment decisions are imminent.

- For someone moving from consulting into industry, this closes the gap between advising on the energy transition and executing it. You will not be producing strategy decks for a client to act on, you will be the person who acts.
- For someone already in the sector, HES offers what some larger players rarely can: short decision lines, a lean leadership team, and genuine autonomy. No matrix to navigate and direct exposure to our ExCom from day one.

What makes this role's portfolio distinctive is the infrastructure platform underneath it.

LOHC, ammonia, CO: not greenfield concepts searching for a home, but projects being developed on terminals that already handle bulk commodities at scale. That is a material advantage we are building upon. The energy transition needs people who can manage commercial, technical, and regulatory complexity and consistently move forward. If that is how you work, this is the role.

WHAT WE OFFER

- A competitive base salary combined with an annual on-target bonus of up to 17.5% of annual salary, with a maximum of up to 25% in case of exceptional performance.
- Your choice of mobility arrangement: company-leased car or monthly allowance.
- A direct reporting line to the Director New Energies, with senior exposure across HES International's group leadership and shareholder base.
- An entrepreneurial environment with genuine autonomy, short decision lines, and the scope to shape the future of New Energies at industrial scale.

We are passionate about fostering a dynamic environment where entrepreneurial spirits flourish. You have the autonomy to shape your strategies, the support to execute them, and the recognition to celebrate your successes.

INTERESTED?

Join us at HES New Energies and be at the forefront of Europe's energy transition!

If you are a senior professional with a passion for project development and a desire to make a real impact, we encourage you to apply today.

HES International is an equal opportunity employer committed to diversity and inclusion.

We encourage applications from candidates of all backgrounds.