

Institut National des Radioéléments (IRE) / Institute for Radioelements

Chief Executive Officer

2018

POSITION SPECIFICATION

Position	Chief Executive Officer
Company	Institut National des Radioéléments / Institute for Radioelements
Revenues	Approximately 90+ million Euro
Employees	230 employees
Footprint	Worldwide
Location	Fleurus, Brussels
Reporting Relationship	Board of Directors
Website	www.ire.eu
Apply to	romain.clio@kornferry.com

COMPANY BACKGROUND/CULTURE

Founded in 1971, the Institute for Radioelements (I.R.E.), with its subsidiary I.R.E. ELiT, is a public utility foundation and an internationally recognized company, whose main missions are to contribute to public health and environmental protection.

I.R.E.'s main activity is the production of radioisotopes for diagnostic and treatment applications in nuclear medicine. These products are the active ingredients of many radiopharmaceutical medicines. It exports more than 95% of its production on all continents, representing approximately 30% of the worldwide demand. More than six million nuclear medicine examinations are carried out every year thanks to the medical radioisotopes produced by the I.R.E. The I.R.E. is a certified GMP¹ manufacturer of A.P.I. (Active Pharmaceutical Ingredients).

For its part, I.R.E. ELiT produces several radiopharmaceutical derivatives used in the treatment of certain cancers and in palliative care. In addition to its production activities, I.R.E. ELiT is also involved in the radiological monitoring of the Belgian territory through the activities of its Laboratory of Radioactivity Measurement, and in the development of international projects in various radioactivity sectors through its Service of Radiological Characterization and its "project and business development" unit.

KEY RESPONSIBILITIES

Reporting to the Board of Directors, the Chief Executive Officer will be responsible for setting and implementing the overall company strategy of both I.R.E. and I.R.E. ELiT, achieving strong financial performance whilst remaining in line with the framework of the legal obligations (Royal Decree of 20 July 2001), growing the organization and managing the P&L and operations.

¹ Good Manufacturing Practices

The selected candidate will be responsible for providing both strategic and operational leadership, ensuring the organization delivers high quality products and services resulting in substantial revenue growth and significant market share.

- To establish credibility and good working relationships with the Senior Management and the Board, as a results-oriented, mature and reliable Chief Executive Officer, committed to maximizing the value of the company.
- To provide strategic direction and drive the implementation of a clearly defined business plan, based upon sustainability and growth objectives to ensure that the company achieves ambitious performance objectives whilst ensuring the safety, security, and quality of the operations.
- To streamline ways of working and be responsible for lifting the level of the company (e.g. processes, people).
- To show dynamic leadership and acts as a role model.
- To provide strong, proactive leadership and business processes to maintain a positive business climate and motivate employees, functioning as an effective advocate for growth.
- To strengthen and maintain a can-do, goal-oriented, entrepreneurial environment that focuses on employee performance and teamwork.
- To efficiently and effectively allocate resources of the two entities based on established priorities.
- To develop, coach and monitor staff, using the appropriated performance management and development tools to assure employee success and development.
- To develop the brand and positioning of I.R.E. and I.R.E. ELiT in the market in an accrued competitive environment at international level.
- To hold positions in organizations in which I.R.E. has participations (e.g. TRANSRAD), and to represent the company towards local and international partners (Belgian authorities, nuclear safety authorities, international groups active in nuclear medicine, etc.).

PROFESSIONAL EXPERIENCE/QUALIFICATIONS

- The ideal candidate will have significant and meaningful experience at the Business Unit, General Manager or Chief Executive Officer level of an industrial company with an important safety, security, and quality dimension, preferably in a similarly highly-regulated environment.
- Internationally business oriented executive with a strong customer orientation and negotiation skills.
- Can show a blend of skills embracing strategic development and vision, operational capability and leadership to build “culture and team”.
- Demonstrated experience with Industrial Relations.
- Strong believer in security/safety and quality, promoting best-in-class processes and management systems as enablers of organizational performance.
- Fluent English with an excellent command of French is required. Knowledge of Dutch or another large European language is an asset.

LEADERSHIP CHARACTERISTICS

- The successful candidate must have the maturity to deal effectively with senior level executives. He/She must possess strong leadership qualities, good interpersonal skills to quickly earn the confidence and respect of peers, customers and partners.
- A proven leader and team player with a high degree of charisma, drive and energy, with the experience, personality and interpersonal skills to gain the respect of employees.
- Entrepreneurial, self-confident, highly strategic, and with a guiding sense of integrity, the Chief Executive Officer will be a capable leader and visionary who will be able to identify and persuasively articulate objectives for an entire group.
- An outstanding communicator who can impact others and who can effectively communicate up and down in the organization. He/She will be able to represent the company with appropriate stature and credibility.
- Passionate about the business and able to instill enthusiasm in others.