

Let's color the world!

We are GNT, an ambitious and innovative family business with an informal character that brings the world colour! With our BRAND EXBERRY® we are market leader in the field of coloring foods for coloring food and beverages. Our colours are 100% natural and are made from fruits, vegetables and plants.

We are constantly working to renew and improve the unprecedented possibilities of colouring foods. Of course, no one in the world can produce all that beauty better than nature itself, but we are world champions when it comes to deploying the proceeds of nature. We carefully preserve all the beauty and goodness of it. As a result, we offer our customers the highest quality and reliable products. That's what motivates us every day!

The main ingredients for GNT's success are our employees and their mutual cooperation. We believe in teamwork and are ready for each other, our customers, our supplier and our partners. That makes us GNT.

Due to the strong growth of our organization, we are looking for a fulltime:

Sustainability Manager

As Sustainability Manager, you will uphold GNT's sustainability leadership and drive initiatives throughout the supply chain, from the farm fields to customers. You will report to the CEO and play a key role as part of an international, cross-functional team. You will lead and inspire three direct reports, while acting as a natural connector across departments including Operations, HSE, Supply Chain, Procurement, Sales & Marketing, R&D, POI, Quality, and Finance. You will kick-start projects, foster cross-departmental collaboration, and ensure sustainability remains high on the agenda.

With your strong leadership presence and networking ability, you will engage stakeholders at all levels and represent GNT externally to key customers, industry groups, and government bodies—positioning us as a recognized leader in sustainable business practices.

Read more about GNT's sustainability journey in our annual report [here](#).

Key Responsibilities

- Lead & accelerate the sustainability strategy: Set clear priorities, kick-start initiatives, and embed sustainability in the entire value chain, from farm to fork.
- Drive high-impact programs end-to-end: Initiate and oversee delivery of sustainability programs within and beyond the supply chain—removing blockers and keeping momentum.
- Connect & influence across the business: work with Operations, HSE, Supply Chain, Sales & Marketing, R&D, POI, Quality, and Finance; engage stakeholders at all levels and secure decisions.
- Represent & grow our external network: Position GNT in multi-stakeholder platforms; lead partnerships with customers, suppliers, NGOs, certification bodies, and government to scale impact.
- Measure, report & communicate impact: Own the metrics and data quality; translate insights into audit-ready reporting; partner with Marketing Communications and Sales on clear, compelling storytelling.
- Govern resources & compliance: Manage the annual budget, and ensure alignment with evolving sustainability standards and certifications.

What do we expect from you as a Sustainability Manager

- Experience & Education: >5–10 years relevant experience in the B2B agrifood sector and a relevant master's degree (e.g., sustainability, environmental science, supply chain). Knowledge on sustainability frameworks relevant to our industry is must, as well as experience in sustainability reporting and certifications such as SMETA, EcoVadis, GRI, and corporate carbon footprinting.
- High energy leadership: Proven ability to lead a small expert team, kickstart and accelerate initiatives, and energize highly analytical teams.
- Stakeholder influence & networking: Strong executive presence and connector mindset; adept at engaging various departments as well as customers, suppliers, NGOs, certification bodies, and government.
- Program delivery & governance: Excellent project/program management from strategy to execution—set KPIs, drive governance, remove blockers, and land results.
- Data to decision communication: Outstanding presentation & storytelling skills; translate analytics into clear decisions and compelling narratives (with MarCom and Sales where needed).
- Language & travel: Fluent in English, Dutch and German are advantageous, comfortable with remote, multicultural collaboration and international travel (~15% of time).

What do we offer you?

- A competitive salary matched to your knowledge and experience.
- A performance-based bonus scheme.
- A highly favorable pension plan.
- A varied job in a modern working environment.
- 27 vacation days (possibility to purchase additional days).
- Unlimited access to online training so you can continue to work on your personal development.
- We think sustainability is very important. Therefore - as part of our terms of employment - we offset your carbon footprint.
- Discounted gym membership.
- A great workplace at a successful and innovative company: GNT is on the move and so will you be!

What do we find important?

GNT operates globally, being an independent, family-owned business committed to investing in products, technology and importantly, our people. The GNT values are the basis of our daily activities. That's why we think it's important that we fit together. GNT employs people who are enterprising and take responsibility. Customer and service orientation is of course paramount! We always take that extra step to offer our external and internal customers the best service. In addition, we do everything we do as sustainably as possible. We are open and honest with each other and bring out the best in each other.

We color the world, do you?

Is this opportunity the right fit for you? We kindly invite you to apply by submitting:

- Your current CV
- A motivation letter explaining your interest and suitability
- Your salary expectations based on your experience

Please send your application to: hrm@gnt-group.com

You can apply until **16 November 2025**.

The selection process will take approximately **two weeks** after the deadline.