

Let's color the world!

We are GNT, an ambitious and innovative family-run business with a colorful character! With our EXBERRY® brand, we are the market leader in the field of Coloring Foods. Our colorings are 100% natural and are made from fruits, vegetables and plants.

We are world champions when it comes to utilizing the bounty of nature and strive to continuously innovate and improve natural color ingredients for the consumer. By carefully preserving all of nature's beauty and goodness, we are able to offer our clients the highest quality and most reliable products. This is what continues to motivate us every day!

The most important ingredients for GNT's success are our employees and the cooperation that exists between them. We believe in teamwork and we are there for one another, our clients, our suppliers and our partners. That is what makes us GNT.

Due to the growth of the GNT Group we are looking a fulltime:

Innovation Portfolio Manager

As Innovation Portfolio Manager, you will play a pivotal role in shaping the future of GNT's New Solutions portfolio and play a central role in translating innovation into sustainable and profitable growth. Sitting at the intersection of innovation, strategy and execution, you will help steer the New Solutions portfolio of initiatives from idea to commercially viable solutions. You will work closely with senior leaders and cross-functional teams to drive strategic decisions, optimize portfolio performance, and bring clarity to complex trade-offs. By shaping how innovation investments, resources, and capabilities are allocated across the New Solutions portfolio, you will play a key role in translating innovation into sustainable and profitable growth. In this role, you won't just manage the portfolio, you will actively influence the future direction of innovation at GNT.

Joining GNT means becoming part of an international, purpose-driven organization that is redefining the future of food through plant-based color innovation. You'll work in an organization that combines scientific rigor, entrepreneurial mindset and a strong commitment to sustainability, where your ideas, ownership and impact truly matter.

What do we expect from you as Innovation Portfolio Manager?

- Define and manage the New Solutions portfolio end-to-end, ensuring full transparency on status, value, risks, resources, and dependencies. Maintain a continuously up-to-date portfolio overview to support effective decision-making.
- Select, prioritize, and balance innovation project pipeline to maximize ROI while operating within resource constraints, in close alignment with the Innovation Core Team. Lead Quarterly Innovation Portfolio Reviews end-to-end, including the preparation of high-quality pre-reads covering pipeline value, prioritization outcomes, risks, and interdependencies.
- Implement and operate a disciplined stage-gate methodology to assess desirability, feasibility, and viability (DVF) of New Solutions from ideation to implementation. Own the bi-weekly stage-gate meetings end-to-end, including governance calendar, agenda setting, pre-reads, decision minutes, action tracking, and ensuring decision-ready inputs.
- Develop KPIs and monitor performance metrics for both individual initiatives and the overall portfolio to ensure alignment with revenue targets and strategic objectives.
- Communicate portfolio health and provide evidence-based recommendations to leadership regarding investments, pivots, or discontinuation of projects.
- Support the development of robust business cases for all New Solutions projects in close collaboration with development teams, and partner with Finance to align and validate assumptions on revenues, margins, CAPEX, OPEX, risks, and scenarios.
- Build integrated New Solutions roadmaps linking R&D, regulatory, industrialization, commercialization, and CAPEX dependencies.
- Liaise with portfolio managers across other GNT (sub) project portfolios on ways of working, actively contribute to ongoing development, implementing best practices and increasing GNT's portfolio management maturity level.

What do we offer you?

- A competitive salary, depending on experience.
- A bonus scheme.
- 27 vacation days (possibility to purchase additional days).
- A very favorable pension scheme.
- A varied job in a modern working environment.
- Unlimited access to (online) training and/or education, so you can keep working on your personal development.
- We find sustainability very important. Therefore - as part of our terms of employment - we offset your [carbon footprint](#).
- Discounted gym membership at a selected gym.
- A great workplace at a successful and innovative company: GNT is on the move and so will you be!

What experience and skills do you bring?

- 5–10 years of experience in innovation portfolio management, program management, or R&D portfolio roles, ideally within the food ingredient, food, or B2B industrial environment.
- Strong commercial mindset with the ability to balance strategic value, financial return, risk, and resource allocation when recommending innovation portfolio decisions.
- Profound experience with stage-gate governance and cross-functional decision forums, including preparation and moderation of senior governance meetings.
- Strong strategic acumen, with the ability to seamlessly switch between detailed analysis and high-level, executive perspectives.
- Proven ability to build, challenge, and defend business cases for innovation projects, translating technical complexity into clear commercial rationale.
- Strong analytical and structuring skills, combined with clear, concise, and confident communication.
- Ability to moderate executive-style sessions and workshops, driving focus, alignment, and high-quality decision-making across diverse stakeholder groups.
- A high ownership mindset and strong governance discipline, ensuring decisions are well prepared, clearly documented, and consistently followed through.
- Strong relationship builder who works effectively across functions and seniority levels.
- Experience improving portfolio governance processes, tools, and ways of working to increase organizational maturity and decision effectiveness.

What do we find important?

We operate globally, yet remain 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?

Does this sound like the perfect job for you? Apply now by clicking the application button. You will hear from us as soon as possible to let you know whether you are invited for an introductory interview. Naturally, we handle your personal data with care. All applications are assessed equally and based on their content.