



Manager Data

Profile



Manager Data

CRV, global market leader in improving the cattle herd worldwide, is looking for a talented, connecting, entrepreneurial, and guiding Manager Data. An inspirational leader, with a sharp vision on how to unlock the power of data to drive operational excellence, efficient business growth and innovation. You will be instrumental in translating CRV's business strategy into a comprehensive and data-driven way of working, thereby generating significant value from a technology standpoint. Someone who is passionate about making a tangible impact within a dynamic international setting, facing substantial challenges but also abundant opportunities for growth and new initiatives. You will contribute to enhancing livestock quality for the mutual benefit of both animals and farmers.

Cause

An internal employee currently fills the role of Manager Data. However, Due to an internal shift of position, and given the strategic importance of Data, CRV aims to promptly onboard an entrepreneurial leader to establish a data driven mindset throughout the entire company and to support the growth of their Data activities (Science, Governance, Analytics, etc.), aligned with CRV's strategic goals.

Global Information Solutions within CRV

The Data department is part of Global Information Solutions (GInS). The other three departments within GInS are: Business Solutions, Software Development, and IT Operations.

Data Management within Global Information Solutions

Many aspects in the field of Data have undergone several interesting developments in recent years. One example is the attention that has been paid to the use of a Power BI environment. Another example is carrying out various projects in the field of Cloud and implementing ERP/CRM systems.

It is now time to take the next steps. Not only from a technical point of view (tooling, engineering, etc.), but certainly also from an organizational point of view (creating a data-driven organization). Your leadership will be key in elevating CRV's data capabilities to new heights.

The Data department consists of three teams, namely: the Data Team with Data Engineers and BI consultants, the Data Science Team with Data Scientists, and the ERP/CRM Team with Business Analysts and Application Engineers. The total number of FTEs is currently 21.

Tasks and responsibilities

This great position is a Management Team role. You report to the Global Director GInS, who cannot wait for you to become part of his team.

The Manager Data holds the responsibility for overseeing the three data-related teams, who are concerned with the three key C-areas of their data: Cow, Customer and Company. The three environments linked to these areas (Data & Analytics Platform, CRM, and ERP) need to be improved and connected.

The challenges include, amongst others:

- Further professionalization of their Data Engineering capabilities;
- Further improving data-driven working within the entire company by utilizing BI;
- Support and growth of their Data Science activities and interaction with different domains and global stakeholders;
- Implementing a future-proof ERP system;
- Enhancing and optimizing the workforce planning and logistic support;
- Professionalization and integration of CRM tools.

The above is further information for improving Master Data Management, Data Governance and further shaping the Data strategy.

As Manager Data, you will interact with business stakeholders, other Management Team (MT) members, architects, analysts, consultants, and engineers. CRV based their organization on the Spotify model and is progressing toward a higher level of organizational maturity.

As a member of the GlnS (Global Information Solutions) management team, the Manager Data actively contributes to the formulation and execution of the GlnS strategy. This involves translating the strategy into plans for both the Data Engineering side, the Data Science Side, and the employees under the Manager Data's supervision.

As the team leader, the Manager Data is responsible for cultivating a high-performing team. This involves consistently developing algorithms to find non-trivial connections from large amounts of data, setting up and managing systems that store data, designing data structures that enable efficient analysis and access, developing software and systems to collect, process, and access data, and using cloud-based storage and processing services to increase flexibility and scalability.

Why to apply for this job?

- CRV is in the middle of a transformation; this means a positive vibe, a lot of drive and energy, and a lot to do. If you want to create impact and add value, this is the place to be!
- You will work in an international setting, with opportunities for career growth and personal development within a global organization;
- CRV adopts a 'can do', and 'make a difference' mentality, fostering a healthy and stimulating environment where decisions focus more on long-term effects rather than quick wins;
- CRV consists of a diverse set of highly skilled professionals including scientists, biologists, data engineers, and specialists in other fields;
- CRV is offering you an excellent package of employment conditions;
- CRV is working toward a better world for current and future generations. "Better Cows > Better Life."

Job requirements

- An HBO work and thinking level;
- >5 years of experience in a role as a Manager Data, preferably with experience as a data engineer;
- Demonstrable knowledge of and experience with Azure, Power BI, and Python;
- Experience with Business stakeholder management;
- Experience with methods and techniques such as Prince2, Agile and LEAN is an advantage;
- A good command of the Dutch and English language, spoken and written.

Including the following skills:

- An entrepreneurial mindset;
- Interpersonal and leadership skills, like inspiration, motivation, facilitation, and collaboration;
- You like a tough and interesting challenge; being able to convince and involve people in the organization, because it is expected that the many changes that are coming may lead to resistance;
- Work both independently and be an effective team player with a proactive 'hands-on', 'can do' mentality;
- Well organized, commits to, and adheres to agreements within deadlines and according to guidelines;
- Taking ownership is something very natural for you;
- Curious and continuously eager to learn;
- Actively share knowledge with others, and get energy to make others better at what they do;
- Proud to deliver professional quality results;
- Used to serving multiple interests and uses the necessary managerial and organizational sensitivity, pragmatism, integrity, and empathy;
- Excellent oral, written and presentation communication skills. Fluent verbal and written communication skills in English is mandatory.

Employee conditions

The opportunity to collectively make a difference while developing yourself and others. CRV aims to provide a place where your talents, skills, and ambitions can be fully utilized. They foster an open atmosphere where you can be yourself, where we can laugh together, and where you have the safety to make mistakes and admit them. The department is large enough to operate on a global scale, and small enough to get to know each other and grow together.

Furthermore, CRV offers you:

- A full-time annual gross salary of a maximum of € 102,276, pending your profile;
- A bonus of a maximum of 10% of your annual salary;
- A holiday pay (8%), and end-of-year bonus (2,25%);
- A Lease car, or a travel budget of € 1,020 (gross) per month;
- 25 vacation days;
- A personal choice budget, which can be used to purchase items like a bicycle or a fitness subscription;
- A favorable pension scheme;
- A laptop including peripherals for remote working;
- Balance between remote working and working at their office in Arnhem (hybrid);
- And all other benefits of a well-regulated Collective Labor Agreement (CAO).

About CRV

CRV has been improving cattle since 1874. They do this by supporting their members and customers with proven genetics, data solutions and services. Day in, day out, with their help, farmers produce healthier and more efficient cows. The healthier and more efficient their cows are, the better the operating result. But also, the better the result for the cows and the environment.

CRV feels responsible for future generations. The world is changing and CRV is changing with it. To feed the world population in 2050, food production must increase worldwide. And CRV is happy to contribute to that. Of course, in a sustainable and socially responsible way. To achieve higher food production, CRV invests in even higher quality genetics, data, and technological solutions. Of course, via first-class services, focusing on using natural resources more efficiently and minimizing environmental impact to protect the planet. For now, and for future generations.

Approximately 20,000 Dutch and Flemish farmers are affiliated with the Cooperative Royal CRV, making them the owners of the CRV company. CRV operates internationally in over 50 countries and has around 2,000 employees worldwide.

Selection procedure

If you believe this is the right place for you and that you can make a difference in delivering the best possible cow stock for the benefits of both cattle and farmers, please submit your CV at <https://xtramilerecruitment.nl/>

Based on the CV selection, candidates are invited for an exploratory interview with Kees Slegt and Bert van Barneveld. If, after the meeting, we decide together to start the process with CRV, the next step will be a conversation with the Global Director Information Solutions, and a colleague MT-member. If everyone is enthusiastic, CRV will ask you to undertake an assessment and arrange a meeting with one of your future team members. Depending on that, a conversation with the HR Manager of Information Solutions will follow to discuss the terms of employment.

Do you have questions, or do you wish to get in touch about this position? Do not hesitate to reach out to Kees Slegt, or Bert van Barneveld. They oversee this process. Kees can be reached at 06 - 22920151 or via kees@xtramilerecruitment.nl. Bert can be contacted at 06 - 27024900 or via bert@xtramilerecruitment.nl