

Interim Executive | Transformation & Restructuring Leader

Quick facts

30+ years of executive leadership experience as CEO, COO and CTO in international and family-owned businesses.

- Specialised in restructuring, operational turnaround and strategic repositioning
- Extensive track record in capital-intensive industrial, maritime, energy and ICT environments
- Proven stabiliser of distressed/underperforming organisations from mid-sized to multi-division businesses with revenues over €1.5B



Hans operates as an interim executive (**CEO, COO, CRO/CTO**) in complex, capital-intensive and underperforming organisations. He is typically engaged when businesses face (structural) losses, governance challenges or operational breakdown in companies ranging from €50M manufacturing environments to international groups with revenues in excess of €1.5B.

He has led strategic resets, **operational restructurings and financial stabilisations** across maritime, offshore and contract industries, automotive manufacturing, energy utilities & power generation and ICT services. Many of these assignments involved multi-site production structures, international engineering teams and project portfolios with high individual contract values.

Hans has extensive experience in family-owned and private equity-backed companies in transition, frequently operating at the interface of executive boards, supervisory boards, lenders and works councils. He is accustomed to environments where liquidity pressure, margin erosion or portfolio complexity require decisive intervention and rapid restoration of management control.

Recent mandates include **Chief Operating Officer at Vanquish Yachts** (€80M revenue), where he was brought in to restructure and professionalise operations activities. As **Executive Advisor to STEAG IQONY** (€2.4B revenue; 5,400 employees), he advises the Executive and Supervisory Boards on a €50M enterprise-wide transformation programme including a greenfield SAP S/4HANA implementation.

As **Chief Transformation Officer at Jumbo Maritime** (€150M revenue), he led a full strategic and organisational reset, redefining market positioning, restructuring the organisation and executing financial stabilisation in a global heavy-lift and offshore contractor.

Previously, as **Managing Director within Damen Shipyards** (Midsize Vessels; €800M revenue; multi-country operations), he directed the integration and restructuring of two international divisions, rationalising product portfolio, engineering capacity and shipyard operations across several European locations. In Germany, as **Chief Operations Officer of ETM/BOS Gruppe** (€75M revenue; 700 FTE), he restructured manufacturing and supply chain operations in a Tier-1 automotive supplier environment, restoring operational discipline and performance.

Throughout his career, Hans has combined strategic direction-setting with hands-on operational execution. His leadership style is defined by **clarity, decisiveness and accountability**. He restores governance discipline, sharpens strategic focus and aligns management teams around executable priorities.

His approach integrates analytical rigour with operational intervention, ensuring that transformation efforts translate into measurable financial and operational improvement.

Hans holds an MBA from Harvard Business School and a Mechanical Engineering degree from Delft University of Technology. He is fluent in Dutch, English and German and has working proficiency in Spanish.