

Interim Executive & Advisor

Quick facts

30+ years of executive experience as CFO, CEO and CRO in international and family-owned organisations.

- Specialised in restructuring, turnaround management and performance optimisation
- Extensive experience in manufacturing, maritime, professional services, ICT and the public sector
- 18 years of leadership in elite offshore sailing, including winning the Volvo Ocean Race (2006)



Tom Toubert works as an executive director and interim board member (**CEO, CFO, COO, CRO**) and as **executive advisor**. He is typically engaged in situations that require decisive leadership, structural change and financial stabilisation.

Over the past three decades, he has led organisations through **transformations, restructurings and periods of uncertainty**. Serving on executive boards of both listed and privately held companies, he has operated across shipbuilding, yachting, automotive, engineering, professional services and ICT. A substantial part of his experience lies within family-owned businesses and private equity environments in transition, often in close interaction with shareholders, supervisory boards and financing institutions.

Tom has built a strong reputation in restructuring and turnaround environments. He has acted both on company side and for financial institutions in distressed situations, leading strategic repositioning, operational restructuring and out-of-court solutions, including carve-outs and asset divestments.

Most recently, he served as **CFO and subsequently COO of EuroParcs**, a fast-growing leisure platform backed by Waterland Private Equity. Following a period of rapid expansion, he was brought in to strengthen financial control, governance and organisational structure. He led a comprehensive professionalisation agenda, including a major organisational restructuring, the development of the Business Plan 2028 and a refinancing process. Under his leadership, a new ERP system for park management was implemented and the commercial organisation was structurally reinforced.

Previously, Tom served as interim Board Member and **Chief Financial Officer at Damen Shipyards**, a family-owned international shipbuilder with more than 30 yards worldwide, €2.5 billion in revenue and 12,000 employees. During a 2.5-year tenure, including the COVID-19 crisis, he led a far-reaching financial and operational restructuring. Project governance was fundamentally strengthened through the introduction of a dedicated project risk board, financial transparency was enhanced and the organisation was stabilised while preparing the ground for leadership succession within the family.

Earlier in his career, Tom served as **CEO of Randstad Yacht Germany GmbH** and as **COO of Brunel International NV**. At Brunel he was closely involved in the **IPO** on the Amsterdam Stock Exchange (AEX). He also acted as statutory director (COO/CFO) of a Volvo Group subsidiary in Spain.

His approach is characterised by **fact-based, data-driven decision-making** combined with **hands-on execution**. He believes that sustainable performance improvement requires both analytical rigor and **strong team alignment**. His 18 years in elite offshore sailing — including winning the Volvo Ocean Race with ABN AMRO — reflect a leadership style built on **discipline, resilience and continuous improvement**.

Tom holds an MBA from the University of Twente and studied Maritime Technology at Delft University of Technology. He is fluent in Dutch, English and German and has working proficiency in French.