

— Secretary General European Heat Pump Association



Dober Partners
Executive Search
& Consultancy



- 03** About EHPA
- 04** What You'll Do
- 06** Recruitment Process



Reporting line and organisation

The Secretary General reports to the Presiding Board and President of EHPA

Manages
Team of 25

The European Heat Pump Association (EHPA) is the voice of the European heat pump sector in Brussels. EHPA works to shape EU policy that allows the heat pump sector to flourish, and heat pumps to become the number one heating and cooling choice by 2030.

EHPA provides expert input to policy makers and to over 200 of its members. EHPA organises high level events, is involved in multiple EU projects and coordinates the Heat Pump Keymark; a European certification scheme.

EHPA's Vision is to put heat pumps at the centre of the energy system by communicating their benefits, providing relevant information and being a reference point and integrator to all stakeholders.

Heat pump technology can deliver major economic, environmental and energy system benefits to Europe. Heat pumps use renewable energy and may be the single most efficient technology for heating and cooling, particularly when both services are required in the same location and at the same time.

Heat pumps are installed in larger numbers only recently, while the underlying concept has been around for over 150 years. The technology is now becoming a keystone to the energy mix for decarbonising heating and cooling in industry and society at large. The energy transition is therefore not a technology challenge but rather a policy and awareness-raising issue and, to a certain extent, a funding issue.



EHPA is looking to recruit an experienced, dynamic, and business savvy Secretary General to lead its Brussels Secretariat. The Secretary General is responsible for articulating the vision and mission of the organisation in collaboration with the Board of EHPA and delivering the organisation's objectives together with the Secretariat team.

Description of the role

The Secretary General is responsible for the overall management of the association and leading the Secretariat. The successful candidate will have more than 10 years' leadership experience in either in a European trade association, consultancy or corporate affairs function.

The ideal candidate will also have deep sector expertise in the renewables, energy or manufacturing sectors.

The successful candidate will combine solid business acumen with good people management skills. They will have an innate ability to inspire, mentor, and lead a large team of professionals and a diverse network of members.



External role

The Secretary General of EHPA is a strategic leader who spearheads initiatives which enhance the business environment for EHPA members. The Secretary General has a deep appreciation of the potential implications of forthcoming renewable energy, energy efficiency and ESG related regulations on industry supply chains and communicates them to EHPA members as specific opportunities, challenges, or threats, along with corresponding timelines.

This position has a strong focus on business, growth and the expansion of the association and sector at large. The Secretary General attentively listens to and understands industry concerns, barriers to business growth or structural challenges. They use these insights to ensure that the association's structure and related work programmes is fit for this purpose.

This role calls for an energetic networker who can cultivate robust business relationships and leverage political networks to enable greater business opportunities. The successful candidate will be visionary leader and change manager, ideally with renewable, energy or manufacturing processes expertise.

Internal role

The Secretary General has attention to detail, financial acumen, and strong general management skills. They are a good people manager with a track record in people and talent development.

Within the association the Secretary General:

- Is responsible for the good governance and overall sound financial management of the association, ensuring its long-term financial stability.
- Decides the organisation's structure ensuring that this aligns with the vision and mission agreed with the Board.
- Co-ordinates Board meetings, pivotal conferences, and annual General Assemblies, as well as other special events as deemed useful and necessary.

Capabilities

EHPA's Secretary General is acknowledged by industry stakeholders as an unequivocal leader and ambassador for the European heat pump industry, incorporating a busy-savvy approach with the highest standards of personal integrity, and professionalism.

The successful candidate is recognized by EU policymakers and associated stakeholders as a reliable advisor on all matters concerning the heat pump sector.

They have:

- Extensive experience and seniority in various professional settings; trade associations and/or corporate environments.
- Proven strategic leadership experience with excellent organisational skills and solid business acumen.
- Exceptional communication abilities, encompassing public speaking and presentations at conferences and seminars. Fluency in English and good command of, at least one other European language.
- A university degree to Masters level.

Experience and Knowledge

- Leadership experience in a sector linked to energy or manufacturing.



Recruitment Process



The Executive Search firm Dober Partners has been retained to draw up a shortlist of prospective candidates against the criteria set out in this document and using their discretion and expertise to recruit a new Secretary General, Europe together with EHPA's Board.

For further information about this opportunity please contact:

Natalia Kurop

M: +32 488 945 579

→ natalia@doberpartners.com

www.doberpartners.com



Dober Partners
Executive Search
& Consultancy