Director Regulatory Affairs

CropLife Europe

Brussels, Belgium

CropLife EUROPE

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About CropLife Europe

CropLife Europe (CLE) is the voice of the Crop Protection sector in Europe. As a Brussels-based association, we represent 26 market-leading companies as well as National Associations in 32 countries. Our members are global companies, small and medium-size enterprises (SMEs) and national associations operating in conventional pesticides, biopesticides, plant biotechnology, and digital and precision agriculture.

Our sector strives to accelerate the development of new, better solutions to farmers' problems of pests, climate, and diseases, and to advance enhanced farming practices that utilise modern technologies to produce our food while using less resources. We believe this is best achieved through a holistic approach that offers growers integrated and innovative pest management solutions.

We embrace ambitious EU policy on protecting the environment and human health and believe Europe's farmers must have access to a full toolbox of innovative crop protection solutions to maintain their productivity and competitiveness as they transition to a more resilient and sustainable farming system.



What You'll Do

The position

CropLife Europe (CLE) is recruiting a Director of Regulatory Affairs to design and deliver strategies that support a robust, predictable, and innovation enabling regulatory environment in Europe for our sector and our partners.

The Director of Regulatory Affairs will have overall responsibility for leading the Crop Protection & Biopesticides Policy Team, including the direct management and development of staff, as well as the coordination and strategic steering of member representatives participating in CLE's internal working structures. The role encompasses oversight of multiple policy areas aligned with the Association's priorities and requires the ability to set direction, drive delivery, and ensure outcomes.

In this senior leadership role, the successful candidate will also act as an ambassador for the crop protection sector, fostering understanding, recognition, and constructive dialogue around CLE priorities in the context of sustainable agriculture.

A key part of the role is to ensure that policies and legislation in the European Union remain science and risk based, support innovation in farmers' toolboxes, and encourage the introduction of new technologies and practices.



What You'll Do



Key responsibilities

The successful candidate will:

- Define and propose strategic courses of action within the regulatory affairs remit, aligned with CLE's overall objectives and priorities;
- Provide clear leadership and direction to staff, including line management responsibilities, performance management, coaching, and addressing complex people management situations when required;
- Set objectives, oversee delivery, and monitor performance across multiple policy areas and parallel workstreams, ensuring timely progress and tangible outcomes;
- Lead and steer working groups, ensuring strategic focus, disciplined project management, and delivery of agreed outcomes in line with CLE priorities—going beyond consensus building to active direction and follow through;
- Drive strong project management practices, coordinating multiple regulatory files, initiatives, and stakeholder engagements simultaneously;
- Ensure compliance with CLE procedures and contribute to continuous improvement of internal governance, processes, and ways of working;
- Maintain and strengthen relationships with internal and external stakeholders, fostering effective cooperation and constructive engagement;
- Contribute actively to the CLE Management Team, supporting the Director General in the overall management and strategic development of the Association.

Profile and qualifications

CLE is seeking a dynamic, authoritative, and highly motivated senior professional with in depth knowledge of EU law and proven leadership experience. The ideal candidate combines sectoral expertise with the ability to manage people, complexity, and competing priorities in a demanding policy environment.

What You'll Do

Essential requirements

- Master's degree in law and/or European studies, with at least 15 years of relevant professional experience, including sustained responsibility at senior leadership level (within an overall career span of 15 years for or 20 years for Director);
- Extensive, demonstrated people management experience, including direct line management of staff, performance management, and handling challenging or sensitive situations with authority, clarity, and fairness;
- In depth understanding of EU institutions, policy making processes, and political dynamics, with demonstrated ability to influence outcomes and position an organisation strategically;
- Deep and authoritative knowledge of EU law and the regulatory framework affecting the chemicals, agri food, or crop protection sector, with the credibility to represent the association at senior level;
- Demonstrated ability to set strategy, prioritise across competing demands, and drive delivery across multiple workstreams with tangible outcomes; with clear experience in translating organisational priorities into action and results;
- Proven ability to lead, steer, and challenge multi stakeholder working groups, providing strategic direction and ensuring delivery of outcomes aligned with organisational priorities—beyond consensus building;
- Strong leadership, organisational, analytical, interpersonal, and communication skills;
- A proactive, solution-oriented mindset, with the initiative and resilience to advance regulatory files and projects effectively in a demanding environment;
- Ability to work effectively both independently and collaboratively in an international, multi-stakeholder setting, with the flexibility and adaptability to respond to evolving priorities, regulatory developments, and strategic needs;
- Excellent command of written and spoken English, including strong legal analysis and drafting skills, as well as proficiency in relevant IT tools and document management systems.

Eligibility

- The candidate should have a right to live and work in Belgium without a work permit at the point of application and the time of any offer being made.

We offer

- International experience and professional development;
- An inclusive and supportive environment;
- Competitive benefits package;
- Flexible working arrangements;
- Medical, life and disability and travel insurances;
- Group pension plan.

CLE actively seeks to promote a healthy work/life balance and a working environment allowing its team members to develop their professional skills and interests.

Type and duration of appointment: indefinite contract.

If you're ready to take on a leadership role that combines regulatory expertise with strategic vision, collaborative spirit, and a passion for making a difference in agriculture, we invite you to apply and be part of our exciting journey at CropLife Europe!

Recruitment Process



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The specialist executive search firm Dober Partners has been retained by CropLife Europe to draw up a shortlist of prospective candidates against the criteria set out in this document, and using their discretion and expertise to help recruit a new Director Regulatory Affairs.

Candidates should send a CV and short motivation letter by e-mail, indicating "Director Regulatory Affairs – your name" in the subject line to the Dober Partners team members below:

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