

CHILL Talent Office – QESH Manager - Fibrant

As QESH Manager, your primary focus will be on leading and strengthening the Quality function within Fibrant. Supported by an experienced Senior Quality Officer, you ensure that day-to-day quality operations and improvement initiatives run effectively—while taking ownership of the overall quality strategy and performance. Given the scope and complexity of the business, the workload within Quality is substantial and forms the focus of this role.

While the role has a strong emphasis on Quality (approximately 80%), you also retain end-to-end accountability for the HSE domain. The HSE organization ensures compliance with License to Operate (LTO) requirements and is supported by two experienced Plant Safety Officers. In this context, your HSE responsibilities focus on governance and ensuring that frameworks, standards, and compliance obligations are effectively maintained and continuously improved.

Key responsibilities and behaviors

- You are responsible for maintaining and continuously improving a robust Quality Assurance framework, ensuring that processes, systems, and ways of working consistently meet internal standards and external regulatory requirements.
- As QESH Manager at Fibrant, you are a key driver of quality, compliance, and operational excellence. You lead the organization in building a strong, future-proof Quality and HSE framework.
- You continuously strengthen the Quality Management System, translating strategy into clear processes, governance, and improvements. You lead audits, risk assessments, and management reviews, ensuring structural improvements and sustainable results.
- You take the lead in external audits (e.g. ISO, GMP+, FSSC) and ensure continuous compliance with relevant regulations (REACH, CLP, FDA, etc.). You stay ahead of regulatory developments and translate these into practical improvements.
- You are accountable for HSE and License to Operate compliance, ensuring safe and compliant operations. You act as escalation point for major risks and drive continuous improvement of the HSE management system.

Our ideal candidate:

- Has a bachelor's or master's degree in (Organic) Chemistry, or a related field.
- Affinity with HSE and a relevant qualification (e.g. HVK) are considered an advantage, given the governance responsibilities within this role.
- Has proven experience in managing quality frameworks, systems, and certifications.
- Brings solid knowledge of key quality standards (ISO 9001, GMP+ FSA, FSSC 22000) and relevant regulatory frameworks (e.g., REACH, food contact, feed, fertilizers).
- Demonstrates strong interpersonal and leadership skills at different organizational levels.
- Works in a structured manner and thrives in an environment with a high degree of autonomy.
- Communicates fluently in English, both written and verbal.

The reward of working at Fibrant

At Fibrant we believe our people make a difference. We reward them with a competitive salary plus an attractive benefits package (to use for extra holidays or an extra payment). Depending on the level of your experience Fibrant offers 95.000-130.000 EUR based on fulltime employment. We encourage our people to go beyond their job description. Fibrant is a global organization with plenty of opportunities to develop yourself both professionally and personally. We work safely, care for each other and build on each other's strengths for the success of our business. It's our people that make us a great place to work.

Procedure

Interested in this role? Please apply through our website in English or Dutch before July 24th, 2026. Reference check procedures and assessment are part of the Fibrant recruitment and selection process. You will be contacted when these references checks are required. In case you have questions about the role or the application process, please contact Keanne Panis via keanne.panis@chill.nu.

About Fibrant Fibrant

provides solutions for a world in transition towards a sustainable economy. Our responsibility goes beyond the products we deliver. We are committed to adding value to our employees, our partners and society. By collaborating with all stakeholders and by focusing on innovation, we stand out from the crowd in reducing our ecological footprint. In order to achieve our ambition of becoming climate neutral, we are prepared to make tough decisions. We are convinced that the chemical industry can contribute significantly to a more sustainable world. Our solid past will shape our future and our devoted employees will help us achieve our ambitions. That is what we call Future Forward Chemistry. More information is available at www.fibrant52.com.

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