



Udo Engels

**Leading people to exceed
their abilities.**

Guide them to excellence.

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Date of birth: October 4th, 1966
Nationality: German

Experience

Orion Engineered Carbons GmbH

05/2023 - today

Member of the global management board

Tasks:

Review company executions against key targets;
establish & coordinate key cross-functional objectives;
consult on key decisions, particularly related to business
processes & systems, human resources & communication

05/2023 - today

Member of supervisory board of Deutsche Gasrußwerke (JV)

Tasks:

Supervision of the managing directors in compliance with
the partnership agreement by shareholders' resolution;
monitore capital increase / investment

09/2019 - today

Senior Vice President Sales & Marketing Rubber

Responsibility:

Sales EMEA & Marketing Rubber - 500 mn € turnover, incl.
profit responsibility

Managerial responsibility:

8 direct reports, total 52 employees

Key achievements:

Business safe/guidance through two global crisis periods;
build a cross-functional team; developed new business &
profitable growth based on business analytics (Power BI)
implementation of a digitalization portal (Digital B2B)

10/2016 - 08/2019

Vice President Business Line Rubber Carbon Black

Responsibility:

Sales & Marketing EMEA - 300 mn € turnover, incl. profit
responsibility

Managerial responsibility:

7 direct reports, total 32 employees

Key achievements:

Development & implementation of turnaround strategy;
organizational adjustment to business model requirements;
core business shrunk to a healthy size while increasing
margins by >50%

09/2012 - 09/2016

Vice President Business Line Specialty Carbon Black

Responsibility:	Sales EMEA - 195 mn € turnover
Managerial responsibility:	15 employees
Key achievements:	Development & implementation of growth strategy by 20% with constant margin; setting up a sales structure; regional growth in the Middle East

03/2009 - 08/2012

Röchling Engineering Plastics GmbH**General Manager Sales**

Responsibility:	Sales Europe - 140 Million € Turnover
Managerial responsibility:	42 employees
Key achievements:	Implementation of KAM & Sales Management, materialized growth in volume & profitability, volume growth by >30% and margin by >20%

01/2004 - 02/2009

Lanxess AG**Procurement Category Manager Aromatics**

Responsibility:	Global - 500 mn € purchasing value
Managerial responsibility:	3 employees
Key achievements:	Reduction of raw material spend -20% by implementation of marketing analysis approach SWOT, Porters 5 forces, qualification of alternative sources

Head of Marketing & Sales Polymer Additives

Responsibility:	Global - 115 mn € Turnover
Managerial responsibility:	27 employees
Key achievements:	Business turnaround & organizational restructuring, divestment in modifiers and investment in plasticizers resulted in growth of > 40 Million €

08/1983 - 12/2003

Bayer AG**Head of Marketing Plasticizers & Additives**

Responsibility:	Global - 60 Million € Turnover
Managerial responsibility:	4 employees
Key achievements:	Extend plasticizer business: new products & regions + 8 Million €

Head of Sales Polymer Additives

Region:	Germany, Austria, Switzerland
Managerial responsibility:	7 employees
Key achievements:	Built sales organization & extended market share +15%

Sales representative Polymer Additives, Latex, Adhesives

Region:	Germany
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Processing & Projects

Business Unit Rubber:	Germany
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Education

- | | Degree certificate |
|-------------|---|
| 2013 - 2018 | M.A. Organizational Development - Coaching & Leadership, Kassel |
| 2004 - 2008 | B.A. International Management, Essen/Neuss |
| 1983 - 1986 | Apprenticeship - Industrial Clerk, Leverkusen |

Personal skills

- Entrepreneurial thinking & acting with responsibility
- Strong leadership skills combined with team approach
- Down-to-earth, honest & pragmatic
- Analytical thinking & structured implementation of company targets
- Engagement & ability to work under pressure
- Balanced assertiveness & cooperation
- Strategic & social management
- Fluent written and spoken English

Hobbies

- Cooking
- Hiking
- Sailing