

# Group R&D & Portfolio Manager

## ***Brabrand, Denmark***

### **A Key Position at the Intersection of Leadership, Customers, and Business.**

Reporting to the Group COO, you will be responsible for the global R&D function across Denmark, Poland, and China.

You will lead an organization with strong technical competencies and be tasked with providing direction, ensuring prioritization, and strengthening collaboration across locations and functions. The role is therefore largely focused on aligning and developing the existing strong capabilities while ensuring that development activities support the needs of the business.

At the same time, you will take on an important commercial role, working closely with the sales organization and participating in customer visits both domestically and internationally. It is essential that you understand customer needs and can translate market insights into concrete development projects and solutions.

Your key responsibilities will include:

- Leading and developing DAFA's global R&D organization, including ensuring strong collaboration across locations and fostering effective cross-functional interaction
- Ensuring prioritization and progress within the development portfolio
- Actively supporting the sales organization through technical consulting and participation in customer meetings
- Owning and further developing R&D governance and the Project Model, with a focus on balancing structure and flexibility under short deadlines.
- Ensuring that development initiatives support the company's strategy and commercial ambitions

You will also become part of the Operations Leadership Team and play a central role in cross-functional collaboration throughout the organization.

### **Why Join DAFA?**

At DAFA, you will become part of an organization with strong capabilities and ambitious goals. This role offers the opportunity to strengthen the R&D function and define the direction for how innovation and product development are clearly connected to the market and customers. You will have significant influence, benefit from short decision-making processes, and work closely with an ambitious Group COO and other key stakeholders across the organization.

## Group R&D & Portfolio Manager

### Experienced Leader with a Commercial Mindset and Strong Business Understanding

We are seeking a profile who is motivated by achieving results through others and thrives in the role of connecting people, technology, and business.

We expect that you:

- Have experience from an international manufacturing company
- Have proven leadership experience and are skilled at building engagement and commitment
- Have worked closely with product development, innovation, or technical environments without necessarily being a technical specialist yourself
- Possess strong business understanding and a commercial mindset
- Have experience with portfolio management, project management, or PMO-related disciplines
- Are fluent in both Danish and English

As a person, you are relationship-oriented, structured, and results-driven. You are able to create clarity and prioritize effectively in an environment with many stakeholders, and you thrive on providing direction, aligning people around common goals, and translating ambitions into tangible results.

You should expect approximately 30-50 travel days per year, primarily within Europe and to other R&D locations, with increased presence in Poland during the initial period.

Read more and apply [here](#)



The recruitment is handled by **ACTIEF HARTMANN**S.



## Who we are

Making small invisible changes with a big impact...

### At DAFA, we seal, we absorb, and we protect.

With a passion for foam and rubber, we are specialized in making small invisible changes with a big impact. We seal cold air from hot air - and absorb sound to create silence. We dampen vibrations, and we protect objects against shocks and damage. And while our products may seem unnoticeable, they are always irreplaceable.

### It all started in 1939 in Denmark.

What began as an entrepreneurial family business producing sealing strips of bronze has today expanded into an international operation - manufacturing the unimaginable across three continents. We cut, we print, and we innovate new solutions. From small nose pads for face masks to protecting large wind turbine blades during transportation, we combine cutting-edge production equipment with great engineering skills and know-how to develop solutions geared to the demands of the future.

### But it all begins with our people.

Engineers, operators, or quality controllers. At DAFA, everyone is a master of their craft, united into a culture like a family. Our ambitions are global, but our values are practical and local.

### World-class solutions driven by our passion for innovation and sustainability.

Like our products, being visible to the world is not the most important for us. We simply care about being good at what we do and the difference we can make. We go to work every day to earn the trust of each other and our customers - together shaping the future of manufacturing by pushing the industry standards for quality and more sustainability.

We want our 'invisible' products to bring a noticeable impact and make DAFA the best in the world at what we do. Seal, absorb, and protect. One innovative solution at a time.

For more information about DAFA, visit us on [LinkedIn](#) or [dafa-group.com](http://dafa-group.com)

Watch a short movie about DAFA [here](#)



[dafa-group.com](http://dafa-group.com)

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