



## CHRIS MILLINGTON

### BOARD OF DIRECTORS / DIVISIONAL PRESIDENT

Securing Board appointment or Divisional leadership role preferably in the Food & Beverage, Flavors, & Ingredients or related industries. Extensive expertise serving on corporate global & regional boards, executive ad-hoc committees, & industry advisory boards.

### VALUE CREATION DRIVEN WITH STRONG EXPERTISE/PROVEN TRACK RECORD

- 25+ years of global C-level and Senior Executive experience with publicly listed, including Nestlé, and privately held such as Firmenich.
- Global & Regional expertise transforming B2B and B2C businesses in North America, Europe, & Asia Pacific understanding doing business in diverse economic conditions.
- Pragmatic leader driven by disruptive thinking, visionary & compelling (Ideation & Problem Solving) continuous improvement, unique new business models and RTM.
- As President of Firmenich Flavor Division and ICL Food & Specialty Phosphates, served on Investment, Sustainability, Ethics, Risk, M&A Committees, covering all commercial & supply chain.
- Passion & proven legacy for developing people, as well as leading, driving organizational cultural & performance transformation.
- Full P&L ownership to \$1.6 billion with significant improvements in revenue streams, EBITDA, CAGR, commercial expense ratios, operational excellence & efficiency, & cash management in challenging price sensitive markets.
- Managed M&A plus Integration in Europe, Africa, and US.
- Lived/ worked in USA, Europe, Asia, Africa, India, China ; managing diverse global teams.

### PRIMARY SPECIALIZATION

#### *Governance, Talent and Execution*

- Believe very strongly in the talent agenda of the business, employee engagement, empowerment & development.
- Key focus is on ensuring, KPI and resource alignment to deliver ambitious objectives.
- Brings significant divisional leadership, managing the entire value chain including close affinity to R&D and product technology with commercial functions.

### FOCUS SPECIALIZATIONS

- |                      |                      |   |                       |                |
|----------------------|----------------------|---|-----------------------|----------------|
| <b>1. Strategy</b>   | <b>2. Innovation</b> | <b>3. Organizational Sustainability</b> |                       |                |
| <b>4. Technology</b> | <b>5. Diversity</b>  | <b>6. Ethics</b>                        | <b>7. Investments</b> | <b>8. Risk</b> |

### ESTABLISHED BUSINESS RELATIONSHIPS BROUGHT TO THE POSITION

- Global consulting players including Bain & Co, Mars Helbling, Roland Berger and McKinsey, from strategic projects such as divisional redefinition to more operational projects such as Lean, Pricing, RFP structured response, technology lifespan mapping
- Extensive list of major Food & Beverage business contacts worldwide.
- PE companies & banks in light of recent work in and around M&A, this has been on a global basis, having closed deals in Europe, Africa and the US.
- Private holdings to public, and managing many key stakeholders through the process, from dealing with investors to hosting town hall meetings in factor acquired businesses.

### CONTACT CHRIS

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### ***Leadership Traits***

Accessibility  
Accountability  
Execution Focused  
Transformative  
Ethically Driven  
Resilient  
Cultural Awareness  
Building Teams

### ***Key Executive Specializations***

Creation of Strategy,  
Vision & Mission  
Rigor & Discipline  
in Execution  
Relevant Insight Driven  
Innovation

### ***Five Key Pillars of Business Philosophy***

1. Develop insight driven relevant solutions
2. Communicate clear ambition & vision
3. Develop an organizational service culture
4. Drive agility, simplicity, & empowerment
5. Excellence in execution & measure