

MILLAR CAMERON

A close-up photograph of a woven basket overflowing with hazelnuts. The nuts are light brown with a smooth, rounded shape. The basket is surrounded by vibrant green hazel leaves, some of which are in sharp focus, showing their serrated edges and prominent veins. The background is softly blurred, suggesting a natural outdoor setting. The entire image is framed by a dark red diagonal border that cuts across the top-left and bottom-right corners.

Chief Operating Officer
Mountain Hazelnuts Group

About

Mountain Hazelnuts Group

Mountain Hazelnuts is a vertically integrated agroforestry business operating across Bhutan, established to build a world-class hazelnut enterprise that delivers strong commercial returns alongside measurable social and environmental impact.

The Company manages the entire hazelnut value chain – from nursery propagation and orchard establishment with smallholder farmers, through field extension, processing, certification, logistics and export to international markets. Operating as a public-private-community partnership, Mountain Hazelnuts supports thousands of growers across Bhutan, improving rural livelihoods, restoring degraded land, and contributing to climate resilience through nature-based solutions.

Following a period of restructuring and new equity investment, Mountain Hazelnuts is entering a critical scale-up phase, with rising production volumes, expanded processing capacity, and growing export demand across Asia-Pacific and Europe.

Main responsibilities

- Provide overall leadership and strategic direction across all operational functions, including nursery operations, field and orchard management, processing and facilities, logistics, IT systems, and operational compliance.
- Translate strategic and business plans into executable operational programmes aligned with growth and productivity targets.
- Lead nationwide agricultural operations supporting thousands of smallholder growers across Bhutan.
- Oversee processing operations from harvest through export, ensuring quality, food safety, traceability and efficiency at scale.
- Drive continuous improvement across operational systems, infrastructure and workforce capability.
- Ensure readiness for certification, compliance, ESG and governance requirements.
- Act as a key member of the senior leadership team, working closely with the CEO and Board.

Scope of the role

The role has full end-to-end accountability for a complex, asset-heavy agricultural and processing operation, leading dispersed teams and enabling scale-up to multi-thousand tonne annual production.



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Additional *information*

Title: Chief Operating Officer (COO)

Reporting to: Chief Executive Officer

Location: Bhutan

Travel: Regular domestic travel; periodic international travel

Start date: To be agreed

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How to apply

Candidates should be experienced senior operational leaders with backgrounds in agriculture, agro-processing, forestry or plantations, comfortable operating in emerging market environments and aligned with mission-driven organisations.

Please send your CV and contact details to Tom Jeffes or Peewee Sangalang who will contact you to discuss your application in more detail.



Contact: Tom Jeffes

Email: tom.jeffes@millarcameron.com

Phone: +44 2038 000 304



Contact: Peewee Sangalang

Email: peewee.sangalang@millarcameron.com



Who are Millar Cameron?

Millar Cameron is a specialist executive search and advisory firm working at the intersection of agribusiness, food systems, natural resources, impact investing and international development.

Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.

We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.

Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.



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