

Business driven Head of Operation & Maintenance

Deadline:
07-03-2025

Our Head of Operation & Maintenance (O&M) will be leaving his position at the end of June. For this reason, we are now looking for his replacement. If you would like to take over responsibility for 3 sub-departments with great potential, and are passionate about getting the best out of your colleagues, you might be the right candidate for the job.

Location:
Bavnevej 50, 6580 Vamdrup,
Danmark

Contact Person:
Glenn Aagesen

DELPRO is in a very positive development, which is due to a market with a strong focus on the green transition and widespread electrification. This means that the energy grid is facing a major upgrade in the coming years, where DELPRO's knowledge and skills will be drawn on in interaction with grid owners and other market players.

If this introduction sounds exciting to you, and you can see yourself as part of our journey, we recommend that you read on.

What's the job about?

You will be responsible for O&M, where the overall purpose is servicing customers' facilities, which includes preventive maintenance, troubleshooting and repairs to ensure high availability. The motto is that we at DELPRO are always ready to respond, and we know the importance of being available when the need arises.

You will be in charge of the business unit O&M, which includes Facility Management, Service Center West and Service Center East.

Here you will be in charge of the strategy and business development, planning, coordination and goal achievement together with the department managers.

In addition, you will also be part of DELPRO's management group. With this organizational position, you will be very close to the decision-making processes and help set the agenda in relation to sustainable supply.

As Head of O&M, you will be responsible for:

- **Lead and manage** strategy development and implementation in alignment with business objectives.
- **Oversee planning and execution** of activities within the O&M business unit, ensuring effective follow-up and mitigations
- **Foster high employee engagement and motivation**, creating a positive and productive work environment.
- **Ensure adequate resources** for healthy business operations.
- **Oversee hiring and dismissal** processes within the O&M business unit.
- **Hold full operational and financial responsibility** for all sub-departments.
- **Strengthen cross-functional collaboration** across all three business units.
- **Maintain a strong focus on competence development and knowledge sharing** within the O&M workforce.

What will be your most important tasks?

- **Full P&L responsibility** for the business unit, ensuring financial performance and growth.
- **Drive strategic initiatives** aligned with the overall business strategy, focusing on both performance and integration within the unit.
- **Lead strategic sales and business development**, ensuring stability and identifying growth opportunities.
- **Implement corrective, preventive, and proactive measures** to address deviations and observations effectively.
- **Define roles and responsibilities** by managing job descriptions and ensuring clear accountability within the team.
- **Collaborate closely with DELPRO Academy** to document and enhance staff competencies developments
- **Oversee procurement** of equipment and services in compliance with DELPRO procedures.
- **Ensure high customer satisfaction** through proactive engagement and service excellence.
- **Prepare and present board reports**, ensuring accurate and structured communication in line with standard reporting formats.

Who are you?

Your educational background could be in the direction of Engineering, Mechanical Engineer or similar, supplemented with further education in management and commercial matters.

We would like you to have at least experience as a Project Manager, are used to taking responsibility, have the ability to motivate people to work together and are able to create results.

You have more than 10+ years of experience as a manager and 5+ years of experience with medium and large-scale projects within construction or service in the energy sector.

As a person, you work systematically and pragmatically. For us, it is important that you have a positive and objective approach with the ability to see both opportunities and solutions.

In selecting the right profile for the job, we also emphasize:

- Solution-oriented and ready to go the extra mile to find the best possible solution
- Really good with people and able to create strong relationships internally and externally
- Structured and well-considered in the approach to tasks and does not compromise on quality
- Thrive in a busy everyday life, where you have the opportunity to drive strategic initiatives and use your knowledge and experience to deliver the best results
- You can see yourself in our values (Responsibility, Thoroughness, Corporation, Flexible, Competent)
- Speaks and writes Danish and English at a negotiation level. If you can speak and write German, that is an extra plus.

So what will be your success criteria in the job?

Our ambitions are high and you must contribute to setting goals for them:

- **Deliver financial performance** in line with budget and P&L targets.
- **Foster high motivation and engagement** within the business unit, ensuring a positive work culture.
- **Enhance cross-unit collaboration**, reducing siloed operations and promoting synergy across business units.
- **Successfully execute and engage in strategic development**, aligning with overall company objectives.
- **Achieve sustainable growth**, expanding the business unit at a steady and reasonable pace year over year.
- **Ensure operational efficiency**, optimizing resources, processes, and performance.
- **Drive innovation and continuous improvement**, adapting to market changes and business needs.
- **Maintain high customer satisfaction**, ensuring consistent service quality and client retention.
- **Develop and retain talent**, investing in workforce growth and competency building.

What can you look forward to as a DELPRO employee?

We are a great place to be, and we all play on the same team. You will be part of a strong growth company where you will have the best colleagues. In addition, high professionalism goes hand in hand with an informal tone. You will experience good opportunities for sparring and support from colleagues, and you will have great influence on your own work organization.

Salary that matches your qualifications and good opportunities for professional and personal development.

Can you see yourself in the job?

So let us hear from you.

We encourage all qualified applicants, regardless of age, gender, religion or ethnicity, to send us an application **via the link below**.

If you have any questions about the job, please feel free to contact me, **Glenn Aagesen**. I am the CEO, and my phone number is **+45 2545 3999**. I can also be contacted by email at gaa@delpro.dk.

I look forward to receiving your application.