https://www.artemys.be/job/head-of-innovation-and-continuous-improvement/

Innovation and Continuous Improvement Manager [CLOSED]

Hiring organization
Artemys

Employment Type
Full-time

Duration of employment
Unspecified

Industry
Renewable energy

Job Location
Weiswampach, Diekirch, Luxembourg

Date posted
16 April 2024

Valid through
09.08.2024

Description

MDWind is an ambitious and human-sized company that operates in the wind energy sector. Since its inception more than ten years ago, the company has been engaged in the installation and maintenance of wind farms.

At MDWind, an international team of qualified experts works together towards a common goal: to protect the climate of our planet by drastically reducing CO2 emissions while actively participating in the energy transition. Owing to high-quality services and a strong commitment to its corporate values, the company has recorded from the very beginning stable and continuous growth and development throughout Europe. As a result of this expansion, the company is in need of high-quality professional staff.

On behalf of MDWind, **Artemys** is looking for an **Innovation and Continuous Improvement Manager** who will be committed to continuing growth and innovation, and to an ongoing effort to improve practices, processes, and methods within this service company.

Location: **Weiswampach, Luxembourg**

Responsibilities

As an **Innovation and Continuous Improvement Manager**, you will report to the CEO, you will be responsible for establishing a culture of**change** and **continuous improvement**, and you will be the guarantor of its successful implementation.

In addition, you will ensure the continuation of the **innovation** process that the company has nurtured from its start; moreover, you will drive it and integrate it into your everyday work by making incremental changes to the processes, practices, systems, and methods within the organisation, with the aim of improving efficiency and quality of operations.

An important part of the process will be **risk management**, i.e. a consistent, systematic, and integrated approach to managing potential risks. You will coordinate the process of risk identification and risk analysis in order to ensure efficient control of significant risks the company is exposed to.

Finally, your job will include overviewing the company's activities concerning the Quality, Health, Safety, and Environment (**QHSE**) framework.

Your responsibilities, within the key aspects of your role, will be as follows:

INNOVATION

• Foster a culture that values innovation, critical thinking, and change – create an environment where employees will not only readily accept change, new values and ideas, but will feel empowered to propose them, report safety concerns, or suggest process improvements
• Provide leadership, direction, and strategic planning – identify, prioritise, lead and

contribute to strategic projects, and be the guarantor that long-term strategies will turn into actionable solutions
• Work closely with CEO – provide guidance, and assist him in channelling his creative ideas and exporting them into innovative and impactful solutions
• Lead the development of new capabilities required by the introduction of new systems, tools, or processes
• Leverage advanced technologies (predictive tools, data analytics, monitoring systems) to enhance operational efficiency
• Encourage cross-functional collaboration to leverage collective expertise, promote diversified perspectives, and drive innovation
• Liaise with external stakeholders and partners, including regulatory bodies, to stay abreast of new trends, best practices, and emerging technologies

CONTINUOUS IMPROVEMENT
• Establish an agile culture of continuous improvement – analyse performance, identify areas and opportunities for improvement, and encourage employees to suggest improvements
• Coordinate the risk management process – its planning, identification of threats, risk analysis, planning of risk responses and their consistent implementation
• Set clear goals and key performance indicators (KPIs) regarding operational efficiency, maintenance, safety, etc.
• Conduct regular performance reviews – monitor KPIs to track progress toward improvement goals
• Invest in employee training and development to enhance their skills and knowledge, thereby driving continuous improvement
• Implement feedback mechanisms – seek feedback from clients, employees, and other stakeholders to identify areas for improvement and implement necessary changes
• Celebrate successes and learn from failures – acknowledge achievements and view failures as opportunities for learning and adjust strategies accordingly
• Monitor and maintain the process of Continuous Improvement

Liaise with QHSE
• Supervise the company's QHSE processes and procedures – make sure that appropriate safety and security standards and procedures are developed and implemented
• Be the guarantor of QHSE mechanisms and certificates; maintain and improve compliance with HSE standards
• Be the guarantor for QHSE on behalf of CEO
• Coordinate the QHSE risk analysis process at various project stages
• Manage support from QHSE resources: QHSE coordinator and QHSE operational contact person who will perform audits and ensure safety and security of people and material on site; also coordinate external suppliers in that regard

Qualifications
As an **Innovation and Continuous Improvement Manager**, you will share MDWind's values and objectives, and you will actively contribute to its building a strong competitive position. It is therefore essential that you have:

• Relevant educational background
• Ideally, proven experience in methods, processes, HSE, design thinking, lean management, innovation…
• Strong organisation, planning, and risk management skills
• Analytical and critical thinking mindset
• Business minded, proactive and curious personality; ability to anticipate and forecast; willingness to ask questions, double-check, and challenge
• A keen eye for detail and a results-driven approach, as well as the ability to see

the “big picture” and look at a problem from different perspectives
• A hands-on, agile work style and a “can-do” attitude
• Strong, self-confident personality who is autonomous and yet has a strong team spirit
• Ability to work with deadlines and manage stress
• Excellent written and verbal communication skills
• Good operational knowledge of MS Office tools, such as Navision, Excel, Power BI
• Professional proficiency in French and a good command of English

Job Benefits

• Be part of a growing company that offers cutting-edge technology in its field
• Be part of a team of experts where your creative input will have a significant impact
• Work with recognized professionals to make our customers’ environments more secure and more efficient in terms of energy production
• Benefit from real autonomy in order to make your own decisions relating to your projects; participate in the development of the company without being impeded with overly cumbersome procedures or administration
• Work on a permanent contract and have access to an attractive salary package