



<https://www.artemys.be/job/operations-director/>

## Operations Director

### Description

On behalf of our client, a Belgian company specializing in heating systems, sanitary installations, ventilation systems, and HVAC solutions, Artemys is seeking an **Operations Director** to oversee all operational and technical aspects of their construction and installation projects in Walloon Brabant.

**Location:** Walloon Brabant

### Responsibilities

Our client specialises in **construction** and **renovation** projects in the **tertiary** and **industrial** sectors. With solid technical expertise, the Company delivers a broad range of services, including the **installation and adaptation of piping of all types and diameters**, complete **renovation of high-capacity boiler rooms**, **replacement of pipelines**, and building **ventilation**. In addition, it provides **maintenance** of installations across various client sites, offering **tailored technical solutions** that combine **efficiency**, **durability**, and **client-specific requirements**.

The Company provides **support** to its clients through every stage of the project life cycle – from the initial consultation to on site implementation and final delivery, ensuring a personalised, responsive, and reliable approach. As it continues to grow, the Company is seeking an **Operations Director** to oversee all operational and technical activities.

As an **Operations Director**, you will have a strong sense of **ownership** and an **entrepreneurial** spirit, and you will actively contribute to the company's development and long term success.

Your **key responsibilities** will include:

### 1. Technical Management

#### Technical Works Management

- Manage and coordinate all activities across different technical sites
- Supervise the planning and execution of technical installation projects
- Validate technical choices, materials, and methodologies
- Ensure high quality and durability of technical works, budget adherence, and timely execution across every project

#### Client and Stakeholder Communication

- Act as the technical point of contact for clients and stakeholders
- Ensure client satisfaction through proactive problem solving and high quality project delivery

#### Safety

- Ensure full compliance with key safety measures for workers and resources, and make sure that all technical works meet regulatory and industry safety standards
- Implement internal quality control processes to maintain high standards in

### Hiring organization

Artemys

### Employment Type

Full-time

### Duration of employment

Unspecified

### Industry

Construction and renovation

### Job Location

Walloon Brabant

### Date posted

7 April 2026

installation and renovation work, and strengthen the safety culture

### **Procedure Management**

- Establish procedures and methods for designing and validating non-technical documents

### **2. Financial Management**

- Achieve the revenue target validated in the budget for the technical works
- Achieve the net margin set by the budget for the technical works
- Maintain fixed costs within the annual budget
- Maintain overhead costs below the annual budget
- Optimize structural costs

### **3. Team leadership**

- Lead and coordinate multidisciplinary technical teams (HVAC, plumbing, ventilation, finishing)
- Define and communicate a clear vision, including priorities, values, and performance expectations
- Identify high-potential individuals and anticipate their career development needs
- Develop team competencies by designing and implementing training plans, skills development initiatives, and career progression paths
- Optimize departmental productivity, resource allocation, and operational capacity
- Cultivate strong team spirit – encourage collaboration, ensure transparent communication, organise regular team meetings and team-building activities, and promote a positive mindset

### **4. Human Resources Management**

- Define and validate your own objectives
- Define objectives for the team members
- Identify and resolve conflicts – address issues proactively and facilitate constructive dialogue with a view to finding a common agreement
- Participate in defining recruitment needs
- Participate in job interviews; validate each commitment
- Optimize the quality of onboarding (process, content, materials); provide a personal and customized welcome for newcomers
- Validate and communicate management and evaluation principles
- Conduct semi-annual performance reviews of direct reports and ensure that direct reports have done the same with their teams

### **5. Commercial aspects**

- Provide support to company owners in sales activities
- Act as the technical point of contact for clients and stakeholders, engineering firms, and partners
- Manage client contact, demonstrating a strong client-first mentality and ensuring clear, regular, and prompt communication

### **6. Personal Development**

- Identify and communicate areas for personal development
- Implement personal corrective actions based on assessments

### **7. Reporting**

- Prepare appropriate reporting tools and present reports to the management at regular weekly meetings

### **Qualifications**

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- Relevant technical degree
- Strong understanding of HVAC, sanitary, ventilation, and building renovation disciplines

### **Experience**

- Experience in technical project management, construction operations, or building systems installation
- Proven leadership experience managing technical teams and subcontractors
- Experience in commercial renovation projects is a strong advantage

### **Skills & Competencies**

- Strong organizational and operational planning abilities
- Strong sense of ownership and an intrapreneurial spirit
- Excellent communication and stakeholder management skills
- Hands on technical expertise combined with a strategic mindset
- Ability to manage multiple complex projects simultaneously
- High commitment to quality, safety, and execution excellence
- Fluency in **French**; knowledge of another language will be an asset

### **Job Benefits**

- A permanent full-time employment contract
- A competitive compensation package, including, among others, fixed salary, company car, insurances, meal vouchers, and a results-based financial incentive
- A leadership role with high impact on the company's strategy and operations
- Opportunity to shape the technical direction of a specialized, growing construction firm
- A dynamic environment with diverse renovation and technical installation projects
- Collaboration with an experienced team within a reputable Belgian construction group