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

Operations Director

Hiring organization
Artemys

Employment Type
Full-time

Duration of employment
Unspecified

Industry
Construction and renovation

Job Location
Walloon Brabant

Date posted
7 April 2026

Valid through
30.06.2026

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

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