

<b>JOB TITLE</b>	Operations Director
<b>LOCATION</b>	London, UK
<b>REPORTING TO</b>	Chief Executive Officer (CEO)

## DESCRIPTION OF FUNCTION

The Operations Director is key member of the senior leadership team and responsible for defining and executing the company's operational strategy, ensuring operational stability, efficiency, and scalability across all activities.

Working closely with the CEO, the role plays a critical part in driving business performance, supporting strategic decision-making, and enabling sustainable growth.

## JOB RESPONSIBILITIES

### Strategic & Operational Leadership

- Design and implement operational strategies, structures, and procedures aligned to the company's growth objectives
- Set and deliver comprehensive performance and growth targets
- Act as a key partner to the CEO ensuring alignment between operational delivery and business strategy
- Leading transformation initiatives to improve efficiency and business growth

### Operational Management

- Oversee the daily operations of the business, ensuring efficiency, coordination, and alignment across functions
- Ensure all activities comply with relevant local and international regulatory and legal requirements
- Identify, assess, and mitigate operational risks, including development of contingency plans
- Implement and oversee operational cost control strategies and performance optimisation
- Empower teams with the leadership, systems, and resources required to deliver strategic objectives

### **Team Leadership & Development**

- Build, lead, and inspire a high-performing and collaborative operations and engineering team creating clear career development paths and succession planning strategies
- Foster a culture of accountability, inclusivity, and continuous learning and improvement
- Lead, coach, and mentor team members to maximise performance and engagement
- Create an environment where company values are consistently demonstrated
- Champion a strong HSE culture aligned with industry best practice

### **Project Delivery & Governance**

- Ensure successful delivery of projects to time, budget, and quality standards
- Monitor performance through data, metrics, and KPIs, making adjustments where required
- Manage relationships with key clients, partners, and vendors
- Oversee dispute resolution and liaise with external legal advisors where necessary
- Ensure quality, safety, and sustainability standards are consistently met or exceeded
- Provide regular performance reports, insights, and recommendations to the CEO and Board
- Support strategic decision-making through data-driven analysis and operational insight

### **Commercial & Financial Oversight**

- Lead operational budgeting, forecasting, and cost management activities
- Work closely with the CFO to track performance against financial targets and KPIs
- Drive margin improvement, operational efficiency, and cost-effectiveness
- Support bid and tender processes with operational and commercial input

### **Technology and Innovation**

- Evaluate operational performance through data analysis, insight, and AI-driven analytics
- Optimise business processes to improve efficiency and effectiveness
- Stay abreast of technological advancements, including AI, and lead adoption of innovative solutions
- Drive continuous improvement initiatives across operations

## CAPABILITY PROFILE; KNOWLEDGE, SKILLS AND EXPERIENCE

### Key Skills & Experience

- Proven experience in a senior operations leadership role, building high-performing technical teams in support of significant UK and international growth
- Oil and Gas experience, ideally within subsea pipeline engineering, and offshore installation.
- An entrepreneurial innovator, who can identify opportunities and take verbal concept to engineered and installed solution.
- Strong operational, project delivery, and supply chain management expertise in a fast paced, dynamic environment
- Demonstrated experience in strategic planning and delivering transformational change
- Strong financial acumen, including budgeting, forecasting, and cost control
- Excellent communication skills with the ability to influence at all levels
- Strong negotiation, stakeholder management, and conflict resolution skills
- Proven ability to manage complex projects and lead multidiscipline teams
- Experience working in a growing SME environment (desirable)

### Key Attributes

- Strategic thinker with hands-on operational capability
- Strong, inclusive leadership style with the ability to inspire and motivate teams
- High level of integrity, resilience, and accountability
- Decisive, solutions-oriented, and adaptable

### Education

- BSc/BA in Engineering, Business Administration, or a related field
- MSc/MBA or equivalent advanced qualification (preferred)