

Head of new global Centre for Research, Development & Innovation (RD&I)

We are looking for someone to help us take DHI's collective innovation power to the next level. For over half a century, DHI has excelled in bringing science to practice and sharing knowledge to enable a sustainable future for water, coasts and oceans and apply new innovative approaches to solve water challenges from source to sea. Together with our clients and partners, we combine deep domain knowledge and advanced technology to create new ways to use, manage and live with water and protect ocean, coastal and inland water ecosystems through digitally enabled advisory services and modelling software.

To ensure that we continue to be at the forefront of innovation with impact, DHI has established a new Centre for Research, Development & Innovation (RD&I) to unite our innovation strengths, oversee our entire RD&I portfolio and ensure that each initiative delivers outcome.

Want to lead research to practice?

Are you a strategic leader with a passion for advancing applied research into practical solutions? DHI is looking for a Head of our newly established global Centre for RD&I to help lead our work at the forefront of water research and innovation.

DHI is a global leader in sustainable water solutions, combining technical expertise with an innovative approach to solve complex water challenges. As we continue our growth journey, we seek a dedicated RD&I leader to shape and drive our research activities. In this role, you will set the strategic direction of RD&I, ensuring that DHI is recognised as a global leader in water research and innovation. Your focus will be on translating research into impactful practice, guiding DHI's RD&I initiatives and building strong external partnerships.

You will join a diverse, international team in an inclusive environment, providing the opportunity for both professional and personal growth. You will report directly to Na'Tosha Bard, Chief Technology Officer.

The position is preferably based at our headquarters in Hørsholm, Denmark, with occasional travel to global DHI locations and industry events. While being located in Denmark is not a requirement, we are open to candidates based in a time zone compatible with Denmark.

Your responsibilities

- **Lead our new RD&I strategy:** Guide the RD&I direction in collaboration with business units and the executive leadership team
- **Portfolio management:** Maintain a comprehensive overview of all RD&I initiatives, ensuring clarity on progress, outcomes and costs
- **Build external partnerships:** Establish and nurture strong relationships with research institutes, clients and other external RD&I partners and represent DHI at conferences
- **Engage internal teams:** Work closely with DHI colleagues to align local and global RD&I projects and foster a collaborative environment
- **Drive funding efforts:** Secure and expand external funding aligned with DHI's RD&I goals
- **Oversee RD&I budget:** Manage RD&I investments, ensuring effective allocation of resources across strategic initiatives
- **Lead a small, dedicated team:** Oversee a small team of committed professionals, supporting their development and driving collaborative, high-quality work
- **Communicate our RD&I vision:** Share our RD&I strategy, plan and progress with internal and external stakeholders

About you

You bring strong business acumen and experience in RD&I, ideally within knowledge-based sectors like engineering, advisory or technical industries. You are comfortable leading complex research portfolios and navigating collaborations across diverse professional environments. As a person, you have a natural ability to build trust and foster relationships at all organisational levels. You lead with integrity, empathy and a results-driven approach, inspiring others through open communication and a strategic mindset.

To be successful in this role, we expect you to bring:

- Proven leadership experience in managing RD&I activities, preferably across multiple countries
- Strong understanding of research project lifecycles and budgeting
- Experience in fostering external partnerships and securing research funding

- Excellent analytical, problem-solving and project management skills
- Fluent communication in English, with strong presentation abilities
- Advanced degree in a relevant field (e.g., Environmental Science, Engineering)
- 10+ years of relevant RD&I experience

Contact information and how to apply

- For more information, please contact Na'Tosha Bard, CTO, via naba@dhigroup.com.
- To apply, please follow the link and upload your CV. We do not need a cover letter. We are reviewing applications on an ongoing basis, with a **final deadline of 31 December 2024**.

About DHI

DHI has been committed to advancing and sharing knowledge of water environments for over 60 years. Headquartered in Denmark, we have offices in 26 countries. Every day, our more than 1,100 engineers and other specialists work within the entire water cycle to innovate new ways to use, manage and live with water and protect water-related ecosystems. We leverage our domain expertise, advanced technologies and unique modelling software to support decision-makers in the global water industry. Together with our clients and partners, we enable a sustainable future for water.