Contract Manager (DHI MUSE)

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What if your commercial expertise could help shape the future of offshore wind and wildlife protection?

At DHI, we combine science, technology and engineering to address some of the world's most pressing environmental challenges.

We are looking for commercially minded Contract Managers to support the growth of MUSE's international project portfolio. In this role, you will work closely with project leaders and senior stakeholders to manage complex contractual arrangements, safeguard commercial interests and strengthen contractual governance across projects – all in support of successful project delivery.

This is an opportunity to apply your commercial and contractual expertise in a growing business at the intersection of offshore renewable energy, engineering and advanced technology, while helping build the foundations for scalable project delivery.

About DHI MUSE

DHI MUSE develops and delivers some of the world's most advanced bird and wildlife monitoring systems for offshore wind farms. Our solutions support developers, operators and regulators in understanding and mitigating environmental impacts while enabling the growth of renewable energy.

As a dedicated business unit within DHI's global organisation, MUSE brings together experts in offshore wind, engineering, software development, data analytics and ecology to deliver innovative monitoring solutions across international markets.

Responsibilities and Challenges

As Contract Manager, you will act as a trusted contractual and commercial advisor to Project Managers, the Project Portfolio Director and senior leadership within MUSE. You will support complex project-based engagements involving offshore wind developers, engineering teams, hardware and software suppliers, installation contractors and other project stakeholders.

You will provide contractual and commercial guidance throughout the project lifecycle, from tender and pre-award through execution, installation, commissioning, operational handover, operations and maintenance and project close-out. Applying sound professional judgement and commercial awareness, you will help protect project profitability, manage contractual risks and opportunities, and strengthen commercial outcomes across the portfolio.

The main responsibilities are to:

- Act as contractual and commercial advisor to Project Managers, the Project Portfolio Director and senior leadership across MUSE.
- Lead contractual assessments and provide expert advice on contract structures, obligations, risk allocation, remedies and commercial terms throughout the project lifecycle.
- Support tendering and proposal processes and support or lead contractual negotiations with clients, partners, suppliers and subcontractors, , in close collaboration with Project Managers and Legal.
- Manage contractual change and commercial opportunity processes, including variation orders, extensions of time, amendments and claims.
- Identify contractual risks, commercial opportunities and potential impacts arising from project changes, technical interfaces and delivery requirements.
- Support contractual and commercial management of suppliers, subcontractors and project delivery partners, including installation, commissioning and operations and

maintenance obligations.
•Work closely with Project Managers to manage contractual obligations, delivery interfaces and commercial outcomes across complex technical projects.
•Ensure compliance with DHI policies, governance requirements and Levels of Authority.
•Collaborate with Legal, Finance, Technology & Innovation and project stakeholders on contractual matters and commercial decision-making.
•Contribute to the continuous improvement and development of MUSE contract standards, playbooks, templates and commercial project practices.

What We're Looking For

Required education, experience and capabilities

•5–8+ years of relevant experience in contract management, commercial management or a similar project-based role, preferably within offshore wind or a comparable business area.
•Experience supporting complex technical projects, preferably within an international and multi-jurisdictional environment.
•A Master's or Bachelor's degree in Law, Business Administration, Engineering, Commercial Management or a related discipline.
•Strong understanding of contractual risk and opportunity management, claims, variations, amendments and commercial project drivers.
•Demonstrated ability to interpret contractual terms, assess commercial and operational implications and develop practical recommendations.
•Experience preparing contractual correspondence, managing notice requirements and maintaining clear records to support variations, claims and contractual compliance.
•Experience advising Project Managers and senior stakeholders on contractual matters and supporting decisions within delegated authority.
•Strong negotiation skills and confidence in client-facing contractual and commercial discussions.
•Experience working with project delivery teams, suppliers, subcontractors and other external stakeholders. Strong English communication skills, both written and verbal.
•Sound professional judgement, with the ability to work independently, balance competing project priorities and communicate contractual issues clearly to non-legal stakeholders.

Additional experience and strengths, contributing to success in this role

•Experience within offshore wind, offshore energy, engineering, IT and technology, infrastructure, environmental consulting or other complex project-driven industries.
•Experience with EPC, EPIC or EPCI delivery models, or other complex engineering and technology project contracts.
•Exposure to hardware and software integrated systems, installation, commissioning or operational delivery projects.
•Familiarity with contractual requirements associated with system integration, testing, commissioning, installation, maintenance and customer acceptance.
•A background in mechanical engineering or a strong understanding of technology development and delivery, including software, networking, hardware or engineering systems.
•Experience identifying gaps between client commitments and supplier or subcontractor obligations, and aligning relevant requirements across the contractual chain.
•Familiarity with international contractual frameworks and commercial governance.
•Experience developing or improving contract standards, templates or commercial

management processes.
•Additional language capabilities supporting international client and stakeholder collaboration.

Why join DHI?

To work at DHI means being part of an organisation that is the global leader in solving the world's toughest challenges in water, environment and sustainability.
In this position, we offer you the opportunity to join a growing business unit with dedicated colleagues to:

•Support some of the most advanced wildlife monitoring projects in the offshore wind industry.
•Take on a visible commercial role influencing contractual outcomes and project profitability across an international portfolio.
•Collaborate with leading experts in offshore wind, engineering, software development, hardware systems and ecology.
•A highly international working environment with colleagues and clients across Europe and beyond.
•Professional and personal development opportunities within a global knowledge organisation.
•Flexible working arrangements.
•Help shape MUSE's commercial governance and contract management practices as the business continues to grow.

DHI is a global and independent company dedicated to working on challenges within the fields of water, environment and sustainability. Within these fields, we provide a wide range of advisory, digital advisory, research and water governance services as well as providing leading-edge MIKE technologies and products to the market. At DHI, we are constantly looking for passionate and talented people who are eager to join our team. By joining DHI, you will not only become part of a dynamic and collaborative global team of experts; you will be empowered to innovate, engage and grow in your area of expertise. DHI is committed to disseminating our knowledge effectively and across our worldwide network of offices.

Location & Mobility

•The role is based at DHI offices in Denmark, with flexible working opportunities in accordance with DHI policy.
•Travelling must be expected in the role to enable collaboration with clients and/or inside DHI.

How to apply

•Please submit your application including CV via the relevant job posting on DHI's website: http://www.dhigroup.com/careers
•Application deadline: 18th December 2026
•For further information, please contact Yong Quan Lim, Talent Acquisition by email: liyq@dhigroup.com / Carsten Baun Hoest, PMO & Project Portfolio Director, MUSE by email: caun@dhigroup.com.