

Senior Project Manager, Water Resources (Denmark)

Are you passionate about work that makes a real difference in some of the world's most water-stressed regions? Would you thrive in a role that combines technical excellence and international project leadership? Then you might be our new colleague!

Purpose of role

We are looking for a Senior Project Manager to join our International Development team at DHI's headquarters in Hørsholm, Denmark. This is a senior, high-impact role for an experienced professional who brings deep technical knowledge, proven project leadership and a sharp commercial mindset and who is ready to apply all three to shape the future of a world-leading water science team.

You will lead international projects end-to-end, grow and nurture key client relationships, and play a central role in securing new work through proposal development. At the same time, you will contribute as a hands-on technical expert and trusted mentor for colleagues across the department. Your specific objectives will include:

- **Project manager or Team Leader:** Take ownership of international water resources projects covering areas such as water resources management and operational flood and drought forecasting and drive them to successful delivery.
- **Technical Expert:** Bring hands-on expertise as a specialist in modelling, operational flood and drought systems, or water resources digital platforms. The specific technical focus will align with your background, but you will be expected to take an active, leading role in decisions on technical approach and implementation.
- **Mentor and Advisor:** Share your experience with junior and mid-level colleagues, helping to build capability and confidence across the team.
- **Client Engagement and Sales:** Own key client accounts or regional pipelines and contribute actively to the department's commercial growth.
- **Proposal Development:** Take a leading role in our proposal team, from identifying opportunities and shaping strategy through to submission. A proven track record in winning donor-funded work is essential.
- **Cross-DHI Collaboration:** Work closely with colleagues across DHI's global business units, combining expertise from different technical domains to deliver the best possible outcomes for our clients.

Key performance metrics

- Project management – client satisfaction and on-budget performance
- Technical contribution – peer and manager feedback on technical and mentoring impact
- Proposal performance – win rate on submitted proposals
- Sales and client engagement – order inflow and shared sales KPIs with the department

Key responsibilities:

- **Project Management:** Lead international water resources projects as Project Manager or Team Leader, ensuring quality delivery, client satisfaction and strong financial performance.
- **Business Development:** Drive client engagement and sales for specific accounts or regions, and support the broader department sales team with expertise and input.
- **Technical Contribution:** Deliver high-quality technical input on projects, taking an expert role in areas aligned with your background.
- **Proposal Leadership:** Actively lead or contribute to proposal development from early opportunity shaping through to final submission.
- **People Development:** Mentor colleagues and actively contribute to a culture of knowledge sharing across the global segment.
- **Collaboration:** Build strong working relationships across DHI's global business units and technical domains.

Key stakeholders:

- External clients, donors and partners including international development finance institutions

- Segment leadership team
- Operational Excellence Director

Authority

- Commercial decisions in accordance with LOA

Location & Mobility

- Based at DHI HQ, Hørsholm, Denmark: living in Denmark or a willingness to relocate is important
- Regular international travel to project countries approx. 1-2 months per year, with a primary focus on Africa and Asia

Skills, Knowledge & Experience

- MSc or higher in water resources, hydrology, environmental engineering or a related discipline
- 10+ years of relevant experience in water resources or a closely related field
- 5+ years managing complex international projects
- Proven experience with donor-funded programmes e.g. World Bank, ADB, AfDB or equivalent
- Demonstrated success in proposal development, from opportunity identification and strategy through to award
- Technical expertise in one or more of: water resources modelling, flood and drought forecasting, operational forecasting for hydropower, groundwater management, disaster risk reduction, water quality, digital platforms
- Field experience in Africa or Southeast Asia is highly valued
- Strong commercial instincts and a genuine drive to build, sustain and grow client relationships and sales of services
- A genuine commitment to delivering sustainable water management solutions in developing and least-developed countries.
- Proficiency in English is required as the daily working language and French or Spanish would be a significant advantage given our key project regions.

We offer

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. We will offer you:

- A job in an international company that focuses on innovation and sustainability. DHI is focused solving the environmental problems of our planet – and you will be part of this mission.
- A challenging role with room for your own innovations and ideas.
- A team of highly motivated colleagues all around the world, experts in water domain.
- Professional and personal development. We empower our people. We ensure that they have the freedom to innovate and grow. We recruit professionals who can unite our technical excellence with our business excellence – and always maintain our professional integrity.
- Flexible working opportunities.

How to apply

- Please submit your application including CV via the relevant job posting on DHI's website: <http://www.dhigroup.com/careers>
- Deadline for application is 30th April 2026. We will be conducting interviews on an ongoing basis.