

Head of Projects, Water in Cities

DHI is at the forefront of urban water management, helping cities worldwide build resilience against flooding, water shortage and water quality challenges. As urbanization accelerates and climate change intensifies, demand for our expertise in hydrodynamic modeling, nature-based solutions, and digital water technologies is rapidly growing. Our team is expanding to support municipalities, utilities, and infrastructure developers in shaping sustainable and climate-adaptive cities in the most cost-effective way.

We are now seeking an accomplished **Head of Projects** to lead and drive a portfolio of high-impact urban water projects. This is a key leadership role where you will ensure excellence in project execution, contribute to strategic development, and help shape innovative solutions that make cities more livable and water-secure. And on the other hand, it also has a very practical dimension - to continuously monitor projects portfolio, support PMs around the world in increasing the profitability of our projects and ensuring optimal resources for their implementation.

Purpose of role

Responsible for the designated project portfolio within the Water in Cities GBU. Ensure projects comply to operational excellence from proposal to delivery. Overarching support to all Teams/Departments within Water in Cities from Project Management and Profit&Loss perspective. GBU proper resource management will also be important in this role.

Key experience and skills

- Project Management and/or Project Portfolio Management experience – **10 years**
- Language – English fluent
- Environmental Protection or Engineering or other technical background is additional value
- Other skills: meticulousness, accuracy, patience, focus on the goal, communication skills

Key performance metrics

- Project Turnover - 20%
- GBU chargeability - 30%
- Project GM% in - 30%
- Quality compliance level in projects portfolio - 20%

Key responsibilities

- **Project Management** Overview of the assigned project portfolio Project delivery to time, budget and quality (budget approver for the assigned portfolio) Responsible for ensuring that contractual legal and commercial matters are dealt with according to and meet company requirements Support PM's within the portfolio to assist PM's to meet project targets (quality, time, and budget) Mentor and coach PMs in raising their competences in more professional management of large projects, negotiations with clients, ensuring appropriate profits, fostering a culture of collaboration, accountability, and technical excellence across teams Resource management in collaboration with employees, managers, PM's and other staff to ensure chargeability while observing staffing principles Drive resource optimization and operational efficiency, enhancing project scalability and impact Ensure correct procedures and structure for project execution for the assigned portfolio Report regularly to Operational Excellence (OPEX) Director on progress evaluation, especially timely in case of negative deviations on projects Ensure compliance with QMS and participate in internal and external audits Ensure that review meetings take place on a regular basis for large/complex/high risk projects (align expectations with OPEX Director and PM's) Active support in managing specific projects
- **Opportunities** Have an overview of and an eye for new project opportunities Participating in bid decision, solution, and price strategy for projects within all level LoA Review of contracts and NDA's and participate in negotiations
- **Operational Excellence** Follow, participate and contribute to DHI Operational Excellence governed OPEX Director Review and approve proposals and project deliverables (if required in assigned projects). Ensure support as necessary by relevant experts Develop strategic plans regarding projects in collaboration with the Manager(s) of the Segments and Teams

- **Communication and Development** Assess complex projects and contribute to advice and communicate regarding these to relevant colleagues Offer feedback to PM's and employees regarding proposals Coach PM's in projects and contribute to creating good cooperation Contribute actively to strategic development and operational efficiency for the segment opportunities and projects Contribute to making DHI an attractive and developing workplace for employees Improve resource management at DHI by observing staffing principles and thereby securing chargeability and assisting employee's professional development and personal motivation in their job Promote and live the DHI values Ensure management of key/critical employees in projects Contribute to collaboration within the GBU and across the GBU's

Key stakeholders

- Global Business Unit leadership team
- GBU Operational Excellence Director
- GBU Head of Departments
- Project Managers
- Business Support Functions
- External clients and stakeholders

Authority

- Commercial decisions in accordance with LOA or given POA

What we offer:

At DHI, you'll join a collaborative global team that values **innovation, integrity, and impact**. You'll also lead **transformative projects** that improve urban water resilience, expand our business through strong client engagement, and work alongside leading experts in **hydrodynamic modeling, climate risk, and urban planning**.

You will have an opportunity to work with highly-skilled, open-minded and passionate specialists from all-over the world.

We offer this position in one of our offices: Malmö, Sweden; Hørsholm, Denmark; Warszawa or Rzeszów, Poland.