

// Positionsprofil
Group Director Building Services Berlin

GROUP DIRECTOR BUILDING SERVICES BERLIN



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BUROHAPPOLD EUROPE



- 4 offices in 3 countries (excluding UK, which forms a region in itself)
- 200+ employees, 70 in Berlin, 2 in Munich, 130 in Warsaw and 12 in Copenhagen
- GBP 12m turnover (2015/2016)

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PURPOSE OF THE ROLE

To provide exceptional leadership to individuals and teams, as well as the **Building Services** group as a whole.

The Group Director will demonstrate a dynamic and determined commitment to work winning and commercial performance; stretching boundaries and breaking new ground. They are responsible for developing and maintaining the highest standards of technical quality; continuously evolving the department through innovation and creativity.



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STRATEGY



- Contributing to the design and development of the Discipline strategy.
- Executing the strategy for the **Building Services** group coordinated to include both Regional and Discipline requirements.
- Maintaining an accurate picture of current and future market trends, aligning building services and sustainability aspirations in order to establish the work focus for the team leaders and setting the future direction of the group.
- Championing and delivering the potential of collaborative multidisciplinary working offered by the organisation.

PROJECT MANAGEMENT

- Project Director for appropriate group projects, taking ownership for sustained and productive client relationships.
- Directing multiple projects across the group, taking responsibility for the engineering solutions while ensuring financial success.
- Delivering a risk managed portfolio; working within agreed capital lock up parameters.
- Project Director for multidisciplinary projects, collaborating with other groups internally and externally, as required.



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BUSINESS DEVELOPMENT



- Identify the group's marketing goals and establishing an effective plan.
- Winning work – actively identifying and converting leads to projects within the framework of the group marketing strategy.
- Dynamic focus on new business in the **Building Services** sector; broadening coverage of high quality clients and projects.
- Reviewing financial and technical submissions/proposals; attending interviews.
- Developing and maintaining key client relationships under all circumstances,

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TEAM LEADERSHIP

- Communicate team direction and performance to the group.
- Strategic assessment and rebalance of the teams strengths and needs over the long term in order to deliver the succession plan with responsibility for the longevity of the group.
- Champion delivery of the company's Career progression process in support of all the above. Ensure latest Learning and Development (L&D) initiatives are implemented as required within the team. Manage reward and recognition of the team.

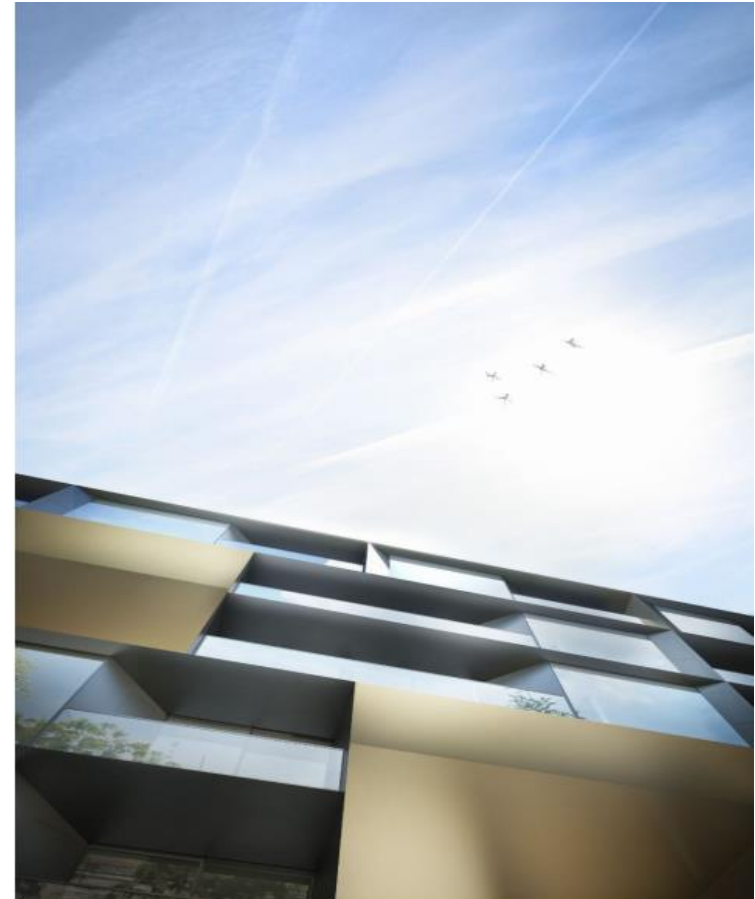


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TECHNICAL LEADERSHIP

- Participate in and ensure delivery of the process of high-level project technical/quality reviews of specifications, reports and drawings produced by the team.
- Maintain and develop the skills balance within the group in line with the defined strategic direction and future market trends.
- Direct the engineering design excellence within the team and ensure dissemination of 'best in class' to rest of the Discipline Development Group (DDG) / Practice.



STAKEHOLDERS YOU WILL BE WORKING WITH

- Regional MD and Leadership Team
- Head of HR
- Regional Finance Manager
- Clients
- Professional bodies and Institutions
- Local Management Team
- Global Discipline Group
- Own team of direct reports
- Partners in the region



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