



Operations Director

Job title: Operations Director

Location: Dublin / Dún Laoghaire, Ireland

Reporting to: Managing Director

Direct reports: Project managers, engineers, scientists, technicians and other operational personnel as applicable

Travel requirement: Regular travel within Ireland and internationally, including offshore visits where required

Company overview

TechWorks Marine is a leading specialist provider of metocean data, marine monitoring equipment and offshore operational services to clients in the marine renewables, coastal engineering, research and wider maritime sectors. Founded in 2002, the company specialises in the integration of real-time marine monitoring equipment, the sale and rental of metocean sensors and instrumentation, and the delivery of installation, survey, technical support and data management services across the life cycle of marine projects.

Its integrated products are centred around the TechWorks Marine Black Box (TMBB) data acquisition and transmission systems, supported by engineering, offshore operations and data services capabilities.

Purpose of the role

The Operations Director is a senior leadership role responsible for the safe, efficient and commercially successful delivery of TechWorks Marine's projects, products and services in Ireland and internationally. The role has overall responsibility for operational planning, delivery performance, team leadership, systems development, resource allocation and continuous improvement.

The postholder will work closely with the Managing Director and wider leadership team to strengthen operational capability, improve scalability and support the company's continued growth. The role requires a strong balance of strategic leadership, commercial judgement and hands-on understanding of complex marine and offshore operations.

Key responsibilities

Operational leadership

- Lead all operational activities across the company's project, product and service portfolio.
- Establish and maintain a high-performance operational culture with a strong emphasis on safety, accountability, quality and client service.
- Provide leadership, direction and support to multidisciplinary teams across engineering, science, field operations and technical delivery.
- Ensure clear structures, responsibilities and reporting lines are in place across the operations function.

Project and service delivery

- Oversee the planning, mobilisation, execution and close-out of projects and operational campaigns.

- Ensure projects are delivered safely, on time, within budget and in accordance with contractual, technical and client requirements.
- Monitor project performance, programme adherence, utilisation, risk, margin and quality of delivery.
- Support escalation management and resolution of operational, technical and client issues.
- Ensure lessons learned are captured and used to improve future delivery.

Resource and capacity management

- Lead operational resource planning across personnel, vessels, subcontractors, equipment and internal technical assets.
- Ensure effective allocation and utilisation of staff and equipment across concurrent projects.
- Support recruitment planning, succession planning and team capability development in line with business growth.
- Oversee operational readiness of equipment, systems and offshore delivery resources.

Commercial and contractual support

- Provide operational input to tenders, proposals, project budgets, schedules and technical methodologies.
- Review delivery strategies to ensure commercial viability, operational realism and risk control.
- Support contract review and project handover from sales to delivery.
- Monitor operational costs and contribute to margin improvement across the business.
- Manage operational relationships with suppliers and subcontractors, including performance, quality and commercial oversight.

Client and stakeholder management

- Act as a senior operational point of contact for clients during delivery.
- Build strong and trusted relationships with clients, partners, subcontractors and other stakeholders.
- Represent the company at project meetings, industry events, conferences and external forums as required.
- Support the Managing Director in strategic client development and retention.

Governance, compliance and HSEQ

- Ensure all operations are delivered in compliance with relevant legal, regulatory, contractual and client requirements.
- Oversee compliance with marine consents, permits, foreshore requirements, Notices to Mariners and other statutory obligations relevant to project delivery.
- Lead and promote high standards of health, safety, environmental and quality management across the organisation.
- Ensure risk assessments, method statements, offshore procedures and operational controls are proportionate and effective.
- Support audits, incident reviews, corrective actions and continuous improvement initiatives.

Leadership and strategy

- Contribute actively to company strategy, planning and decision-making as a member of the senior management team.
- Develop and improve operational systems, KPIs, reporting tools and governance processes.
- Identify opportunities to improve efficiency, scalability, service quality and profitability.
- Help shape the future operational structure of TechWorks Marine in line with strategic objectives.

Essential qualifications and experience

- Degree in Marine Science, Engineering, Oceanography, Offshore Engineering or a related technical discipline.
- Significant senior-level experience in marine operations, offshore survey, metocean services, marine technology or a related field.
- Demonstrated track record in the management and delivery of large, complex marine or offshore projects in a dynamic environment.
- Strong experience leading multidisciplinary technical and operational teams.
- Proven experience managing project budgets, delivery risk, subcontractors and commercial performance.
- Strong client-facing experience, including management of key relationships and issue resolution.
- Good understanding of operational compliance, offshore HSEQ requirements and risk management.
- Experience contributing to tenders, proposals and operational planning for new business opportunities.
- Willingness and flexibility to travel for projects in Ireland and internationally.

Desirable qualifications and experience

- Postgraduate qualification in a relevant discipline.
- Experience in offshore wind, marine renewables, coastal engineering, marine environmental monitoring or ocean technology.
- Familiarity with marine instrumentation, telemetry, integrated data platforms and monitoring systems.
- Experience of working in a growing SME or entrepreneurial technical business.
- Knowledge of Irish marine licensing, permitting and consenting requirements.
- Experience of international project delivery and cross-border logistics.

Skills and competencies

- Strong leadership and people management capability.
- Strategic and commercial thinking with sound operational judgement.
- Excellent planning, organisational and prioritisation skills.
- Clear and confident written and verbal communication.
- Ability to lead in a fast-moving, technically demanding environment.
- Strong problem-solving ability and decision-making under pressure.
- High level of personal accountability, resilience and professionalism.

Key working relationships

The Operations Director will work closely with:

- Managing Director
- Business development and commercial personnel
- Project managers and technical leads
- Engineers, scientists and technicians
- Clients and project stakeholders
- Suppliers and subcontractors
- Regulatory and statutory bodies as required

Performance measures

Performance in the role is expected to be assessed against indicators such as:

- Safe and effective delivery of projects and offshore operations
- Achievement of project schedule, quality and budget targets
- Client satisfaction and repeat business support
- Operational efficiency and resource utilisation
- Margin performance and cost control
- Team leadership, retention and capability development
- Continuous improvement in systems, governance and reporting

Terms and benefits

- Competitive salary commensurate with experience
- Performance-related benefits
- 25 days annual leave
- Flexible working arrangements
- Opportunity to play a senior leadership role in the continued growth of TechWorks Marine.

Application process

Interested candidates should submit a CV and cover letter by email to jobs@techworks.ie