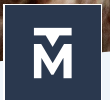


Vacancy at Fugro

Head of Engineering – GroundIQ



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Requirements

- Over 8 years of experience
- Technical visionary
- Experience in modern software development, cloud technologies, DevOps practices, and scalable platform architecture
- Strong understanding of AI and machine learning
- Proven experience building and leading high-performing engineering teams
- Product-driven approach
- Hands-on

 **Nootdorp**

GroundIQ, a fast-scaling venture within Fugro, is redefining how the subsurface is explored, mapped and modeled. Now transitioning from rapid innovation to scalable execution, the scale-up delivers a next-generation platform that fuses geophysical data, geotechnical insights and AI to generate actionable 3D ground models. At this pivotal moment, the company welcomes an experienced Head of Engineering.

About Fugro

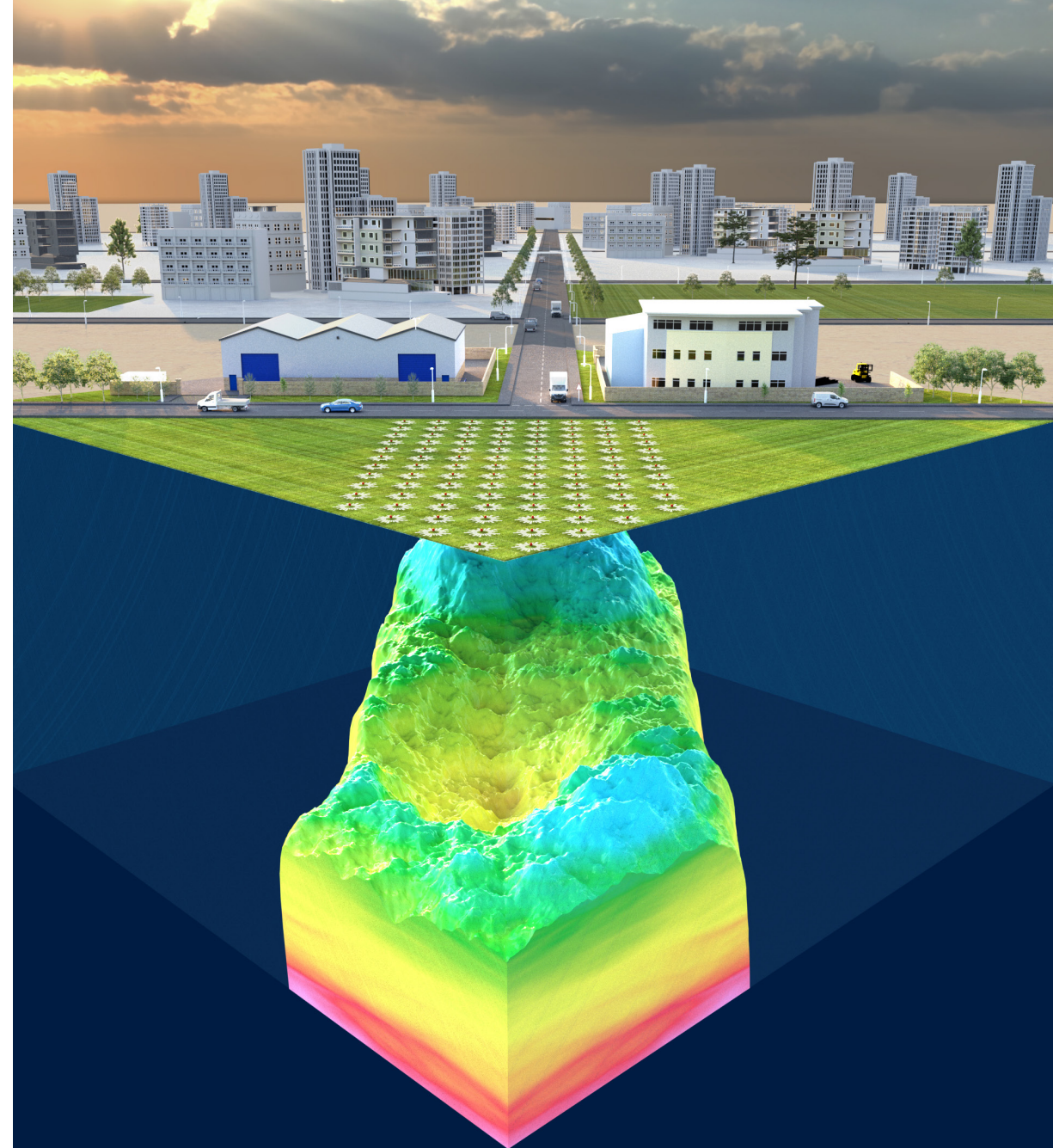
Fugro is a global leader in geo-data solutions for the energy, infrastructure, and water markets. With operations in more than sixty countries and a team of experts across a wide range of disciplines, the company provides crucial insights into the Earth's surface and subsurface. These insights support clients in designing, building, and operating their assets safely, sustainably, and efficiently. Fugro's services span site characterization, asset integrity, and geotechnical consulting, with a strong emphasis on digital innovation and environmental responsibility.

With a global workforce of more than 11,000 professionals representing over a hundred nationalities, Fugro combines deep expertise with rapidly deployable assets. Whether surveying offshore wind farms, mapping coastal zones, or characterizing infrastructure sites, the company leverages advanced robotics, analytics, digital twins, and remote monitoring to provide clients with timely and accurate insights.

GroundIQ

GroundIQ offers a revolutionary and efficient way to map and model the subsurface, making the process faster, more targeted and more sustainable. By combining state-of-the-art ground imaging with targeted geotechnical observations, it reduces the need for extensive exploratory site investigations. This enables Fugro to deliver detailed ground information to support asset development and operations worldwide.

Currently in the early MMP stage for land infrastructure clients, GroundIQ is available through regional business activities. The ambition is to expand the business beyond the current regional footprint and achieve sales of more than one hundred million euros with healthy margins. With the speed of a scale-up and the backing of Fugro leadership, GroundIQ is shaping the future of subsurface intelligence.





Head of Engineering - GroundIQ

The Head of Engineering plays a pivotal leadership role in shaping GroundIQ's next-generation platform, taking full ownership of its architecture, scalability, and execution from end to end. With a clear mandate to build a high-performing, product-led technology organization within Fugro, this role defines how technology drives growth, automation, and lasting differentiation. A central part of this vision is embedding AI and machine learning into the platform from the outset, automating workflows and enabling intelligent 3D subsurface modeling that empowers clients to make faster, smarter, and more sustainable build decisions.

Operating as a dedicated venture team within Fugro's Land Business, the GroundIQ engineering function is essential to achieving its growth ambitions. As the company adopts modern product development best practices, it is evolving toward a fully empowered, cross-functional model that collaborates closely with Product and Design to prioritize outcomes over outputs. The Head of Engineering will be instrumental in guiding this transition by advancing the team's capabilities in continuous discovery, iterative delivery, and customer-centric development. With autonomy over architecture, tooling, and delivery processes, this role fosters a culture of ownership, experimentation, and technical excellence, positioning engineering as a strategic driver of GroundIQ's long-term success.

Leading a growing team of sixteen professionals across the Netherlands, the US, and France, the Head of Engineering unites deep scientific and domain expertise – particularly in geophysical data processing, AI, and 3D model building – with strong software engineering skills. This role is key to scaling technical capabilities

and shaping a team structure and culture that support sustainable, high-velocity development. Several team members are recognized thought leaders in their fields, contributing cutting-edge knowledge that underpins GroundIQ's platform innovation. Close collaboration with Product, Design, and Marketing ensures alignment across discovery, prototyping, and user-centered development.

“This is a defining moment for the engineering function – where AI, geospatial modelling, and platform maturity come together to unlock growth potential. The Head of Engineering will lead GroundIQ into this next chapter, shaping the future of subsurface intelligence.”

Bouke Douma,
Managing Director GroundIQ

Success in this role requires full ownership of engineering execution by delivering measurable business and customer value rather than merely shipping features. The Head of Engineering enables iterative delivery while maintaining technical excellence, carefully balancing speed with long-term platform scalability and code quality. Equally important is the ability to shape and grow a high-performing team, embedding modern product development practices throughout. Strong communication skills are essential to bridging technical and non-technical stakeholders and fostering alignment. Extensive experience in agile, product-focused environments is required to ensure engineering remains a strategic force in GroundIQ's continued growth.





Interested?

Fugro is working with Top of Minds to fill this vacancy.
To express your interest, please contact Duco Nijpels at
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