

Vacancy at Bright Renewables

Head of Operations



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Requirements

- Over 10 years of experience
- Strong projectmanagement skills
- Experience in an industrial production environment
- Within a technical environment
- Inspiring leader
- Data-driven / KPI-oriented
- Hands-on mindset

📍 Enschede

Bright Renewables has established itself as a pioneering force in the renewable energy sector. Over the past years, the organization has doubled in size and continues to build on this momentum. The Head of Operations is tasked with professionalizing processes, optimizing performance, and developing the teams that make the company's ambitious growth possible.

About Bright Renewables

Bright Renewables is a global leading supplier of advanced technologies for renewable energy, with a strong focus on renewable gas and CO₂ capture. From production to maintenance, the company delivers end-to-end solutions worldwide and operates projects in over thirty countries across four continents. Its mission drives every project: to provide expertise, efficiency, and reliability at the highest level across the renewable energy sector. The company works with clients such as oil and gas companies and waste management companies. On average, around sixty projects – with deal sizes ranging from one to ten million euros – are executed each year, mostly in Europe and a significant share in the United States. Brazil is considered a key market for future growth.

As part of the HoSt Group – global technology leader for renewable gases, renewable heat and power, and biohydrogen generation – Bright Renewables collaborates with seven hundred colleagues worldwide, including three hundred based at its headquarters in Enschede – soon relocating to a new nearby location in Hengelo. Since its founding in 1991, the company has delivered groundbreaking projects in over thirty countries and established offices across Europe and the US, with a central production hub in Poland. Product Development, Engineering, Project Management, Sales, and Field Service are primarily based in the Netherlands.

Leading the way in innovation

Bright Renewables stands out through its technological leadership and relentless drive for innovation. Each year, nearly three percent of its revenue is invested in product development. With a full-scale R&D facility in the Netherlands and specialized business lines for sales, engineering, and services, Bright Renewables continuously refines its technologies to accelerate the global energy transition.





Head of Operations

Bright Renewables delivered over fifty percent revenue growth last year. While this rapid expansion is impressive, it also revealed some operational challenges. With a recently appointed management team – comprising the Head of Operations, Head of Sales, Head of Technology, and the Managing Director – alongside several new team leaders, the organization is now fully focused on strengthening internal processes, professionalizing project execution, and advancing its teams to enable the next phase of growth. Ensuring a solid foundation of operational excellence is the key mission of the Head of Operations.

The Head of Operations oversees project management, order management, and field service across Bright Renewables' global operations. This responsibility spans the full project lifecycle: from initial sale to installation, they monitor workflows closely, drive process improvements, and ensure that every contract – from short two- to three-week projects to multi-year engagements – is executed efficiently and to the highest quality standards. Success depends on personalized workflows, harmonized processes, and a clear, data-driven approach to performance management.

Steering the production facility in Poland

Although the production facility in Poland has its own local management, the Head of Operations plays a leading role in ensuring its operations run smoothly and efficiently. This creates a duality: the Head of Operations is accountable for the processes without directly managing the team. With cultural sensitivity and tact, they fulfill this role effectively, acting as the linking pin between operations, technology, and sales. Bottlenecks are removed, communication is improved, and handovers throughout the project are seamless. The Head of Operations travels to Poland roughly once every one to two months to maintain alignment and ensure collaboration runs smoothly across all teams.

A vital part of the role is guiding and developing the team. The Head of Operations directly manages three team leaders, including those in Project Management, Order Management, and Field Services. Indirectly, they oversee a team of around thirty fte. In this young, dynamic organization, leadership development is a priority, and the Head of Operations helps team leaders grow into skilled operational leaders. Strong international communication keeps teams across countries aligned, ensuring guidance and feedback are clear and actionable.

“This role is for someone intrinsically motivated to prepare us for our next phase of growth. You bring strong operational experience and proven leadership skills, understand the dynamics of production sites, and have hands-on experience in project and contract management. You thrive in a fast-growing, ambitious organization and are ready to make a real impact on our future.”

▪ **Mark Smit, Managing Director Bright Renewables**

A strong fit for this role combines a technical or project-based background – preferably in industrial operations – with solid financial acumen and people-management skills. This inspiring leader drives improvements with a pragmatic, hands-on approach while maintaining a long-term perspective – for both the organization and their own development, as the role offers promising opportunities for growth. Through their efforts, Bright Renewables can scale efficiently and sustainably, supporting the company’s ambitious global expansion in renewable energy.





Interested?

Bright Renewables is working with Top of Minds to fill this vacancy.

To express your interest, please contact Annelijn Nijhuis at
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