

DESOTEC – Team Lead Operations

Team Lead Operations

Become a Team Lead Operations at DESOTEC: coach and inspire a dynamic operations team, drive process optimisation, and ensure safety and efficiency are always top priorities. Use your leadership and problem-solving skills to make a real impact on the shop floor every day!

Who is DESOTEC?

DESOTEC is an international environmental services company that helps protect the planet with **sustainable mobile filtration solutions** for the purification of liquids and gases.

We have **approximately 450 employees, united in Generation D.**, who are all committed to helping protect the planet by driving positive ecological change across all industries.

Private equity funds managed by **Blackstone** acquired DESOTEC in 2021.

What will you do as a Team Lead Operations at DESOTEC?

- You lead, motivate and coach a team of yard operators, warehouse workers and subcontractors. You ensure the correct use of personal protective equipment (PPE) and compliance with all safety instructions.
- You maintain oversight of the yard and monitor whether planning is executed in a safe and efficient manner. You communicate critical information in a structured way to the planning team.
- You are the driving force behind the professionalisation of our operational workflows. You critically evaluate existing working methods and continuously improve them in close collaboration with the operational teams, with safety as the top priority. You translate these methods into clear, practical instructions and training plans and ensure they remain up to date.
- You report incidents, analyse root causes and actively work together with your team members on solutions to prevent recurrence.
- You lead a daily continuous improvement and problem-solving moment with the relevant team members, with the goal of resolving issues permanently, preferably proactively and, where necessary, reactively.
- You handle last-minute changes with flexibility and ensure that the feeding of the furnaces is not interrupted, allowing them to operate at optimal capacity.
- You regularly align with various colleagues (planners, production and warehouse teams) to determine operational priorities.
- You monitor the condition and availability of equipment and arrange for necessary repairs or replacements.
- You perform spot checks and follow up on our assurance and control systems.
- You are responsible for approving or rejecting leave requests and for conducting disciplinary and performance evaluation meetings. Support from HR and the Waste Operations Manager is available for more complex discussions.
- You report to the Waste Operations Manager and can act as their back-up when required.

Who are you as a Team Lead Operations?

- You are an experienced people manager (ideally within a supply chain or production environment) and have a proven track record in inspiring, leading, managing and coaching teams. You have an excellent command of both English and Dutch. Knowledge of French is a plus.
- You are able to independently initiate and execute improvement projects in a structured way. You are not afraid to challenge the status quo and enjoy analysing processes with a strong focus on safety and optimisation.
- You are sufficiently assertive and able to constructively engage and mobilise colleagues from other departments to solve problems.
- You have strong analytical skills and an affinity with Excel and ERP/WMS systems.
- You are resilient under pressure and maintain a helicopter view of ongoing operations. You can switch quickly when issues or challenges arise.
- You communicate in a clear, open and effective manner and are able to successfully drive change.
- You enjoy working in a team and are eager to tackle challenges together with your two fellow team leaders.
- You enjoy working outdoors. In addition to office-based tasks, you will spend most of your time in an open-air environment.
- You have a strong focus on safety and attach great importance to a safe working environment. You have prior experience in working on and improving safety.

If you can't tick off all the boxes, but you do recognize yourself in our three core values *Teamwork*, *Excellence* and *Devotion*, then we definitely invite you to take a chance and apply!

What's in it for you?

It goes without saying that you get a lot in return in exchange for your unbridled dedication and enthusiasm:

- **A competitive salary** – We guarantee you a (more than) competitive base salary, depending on your experience.
- **Fringe benefits** – To optimize your salary package, you can count on a smartphone with a mobile subscription, meal vouchers, group and hospitalization insurance (AG Insurance), a non-recurrent CAO90 bonus, two annual gross bonuses, and the option for bicycle leasing after 6 months of service.
- **Discounts through partnerships** – As part of the Blackstone group, all internal DESOTEC employees also enjoy discounts on BRE-Hotels (a collection of Blackstone-owned hotels and resorts). Through Benefits at Work you get discounts at Center Parcs, Zalando, , Kröfel, Decathlon and many more.
- **Time off to schedule freely** – At DESOTEC there is no collective closure. You enjoy 29 paid vacation days and have the freedom to take 10 unpaid vacation days on top of that. This way you can increase your number of vacation days to 39 days!
- **Personal & professional growth** – You will have every opportunity to immerse yourself in your new role, but also to grow personally and professionally through an extensive range of training courses.
- **Structured onboarding** – We prepare a tailored onboarding plan for every new starter, ensuring a smooth integration into your team, tools, and DESOTEC's mission from day one.
- **Stay active & social** – As an employee with a permanent contract, you can enjoy one free group sport lesson/activity per week at the Vision 21 gym in Roeselare, including activities like boxing, pilates, spinning, padel and more.

Fun and relaxation – You will regularly be invited to one of the many afterworks and other fun activities. Each team also gets a team building budget – it's up to you how

Our purpose and mission?

At DESOTEC, we are committed to building a **cleaner, greener world for all**. We strive to helping protect the planet by driving positive ecological change across all industries. Witness our mission with your own eyes in the DESOTEC [purpose movie](#).

Curious to find out more about your potential future employer? Check out www.desotec.com and follow us on LinkedIn, Facebook and Instagram via @desotec.

<https://www.desotec.com/en>