

# Head of TCO Technical & Commercial Optimisation – Kalundborg Refinery

*We are looking for an experienced and passionate Head of TCO with a clear strategic focus and a strong technical foundation for our sector; Technology & Commercial Optimisation (TCO). As Head of TCO, you will lead the departments, which maximizes the production potential of Denmark's largest refinery through process optimization and business strategies.*

Our goal is to ensure optimal utilization of raw materials, effective management of the product portfolio, and identification of new business opportunities. Additionally, it is crucial for us to maintain high operational stability and support within IT and OT applications. You will have a unique opportunity to shape the role and the development of the sector – we are confident we can provide you with plenty of exciting challenges to enhance and challenge your expertise.

## About the role

As head of the sector, you are the direct leader of the Department Managers of Process Design, Process Optimisation, Process Control, and Information Technology, departments comprising of 50 employees in total.

Reporting to our Managing Director, you will be a central part of the management team at Kalundborg Refinery and actively contribute to the company's strategic, tactical, and operational management and development. You will be responsible for developing the sector and setting the leadership direction in close collaboration with your team of talented leaders. Together, you will ensure that the sector aligns with the necessary competency requirements, recruit new specialists, and develop employees in conformity with demands, roles, and the strategic direction. The role has an international dimension, as you will collaborate with colleagues from Heide (Germany), London, and Geneva.

## Overall responsibility

Your leadership is key to the sector's success and deliveries, including:

- Contributing to business development of the area
- Acting as budget responsible
- Managing stakeholders
- Driving and leading continuous improvement of the sector's deliveries
- Ensuring continuous work with succession planning
- Ensuring that the departments provide regular input for plant shut downs
- Being responsible for high regularity in critical advanced process control models – to predict and manage dynamic processes within our industrial production

## Your background

- Several years of "leader of leaders" experience, from a larger division and/or leadership of engineers and specialists
- A pronounced People Manager and a team player
- Master's degree or equivalent in engineering disciplines such as chemistry, engineering, mechanical engineering or electrical engineering
- Experience within industrial production working with process control, optimization, and operation monitoring in industrial environments, e.g., from refineries, chemical plants, production facilities, or power plants
- Experience in HSE, environmental standards, and practices
- Ability to see technological opportunities with IT systems and software used for advanced process control
- Ability to communicate complex technical concepts to non-technical stakeholders
- Ability to make decisions and handle complex technical challenges
- Oral and written English proficiency at negotiation level

**Ansøgningsfrist:**  
Hurtigst muligt

**Kontaktperson:**  
Dorthe Majbrit  
Bonnicksen  
+45  
+45 27154303

**Jobområde:**  
Ledelse/Management

**Status:**  
Afsluttet

If you possess many of the listed qualifications but have other relatable education and experience, we would like to hear from you.

#### **How you work**

You are a proactive and systematic/practical problem solver, and you base decisions on facts. You are good at spotting opportunities and implementing improvements. But most importantly – you must be willing to use your leadership skills to increase the sector's capabilities to next level and be an inspiring colleague in the refinery's management team.

#### **We offer you**

We are a workplace with history and a strong collegial bond, management prioritizes work-life balance, and it is all characterized by the development and transformation, which both we and society are in the middle of. We continuously work to create a greener product portfolio and contribute to a sustainable future.

We have an employee association going back 60 years, which offers plenty of leisure activities – ranging from go-karting and concerts to our annual ski trip and much more, where you can get to know your new colleagues. Through our introduction program, you will develop a comprehensive understanding of our activities and business opportunities. In addition, we offer good working conditions, salary with pension and health insurance, as well as a bonus scheme. We look forward to hearing from you and welcoming you to the organization.

#### **About Kalundborg Refinery – "Energy for a greener future"**

Kalundborg Refinery is a Danish energy company with more than 400 dedicated employees. The refinery in Kalundborg is Denmark's largest and processes up to 5.5 million tons of crude oil, condensate, and blended products annually. In addition to the refinery, tank, and port facilities in Kalundborg, the company also includes product terminals in Hedehusene and Kalundborg, which distribute gasoline and oil products to large parts of Zealand. Learn more about being an employee with us at <https://career.kalundborgrefinery.com/index.html>.

#### **Application and contact**

If you are interested in the position, please send your application and CV via the link below. We conduct ongoing interviews with suitable candidates for the position, as it needs to be filled as soon as possible. The position may therefore potentially be filled before the application deadline expires – however, we are willing to wait for the right candidate. NOTE: Unfortunately, we cannot handle applications sent by regular mail, so please use the APPLICATION link in the job posting. If you have any questions about the position, you can contact Dorthe Majbrit Bonnicksen from DeZignated ApS on telephone +45 27154303, who manages the recruitment process in collaboration with Kalundborg Refinery. We look forward to hearing from you.