

## Internal Change Coach

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Company: DEME Group

Location: Belgium

Category: arts-design-entertainment-sports-and-media

### Summary

In the framework of a relentless effort towards operational excellence at DEME, we are looking for a change coach to join our growing change management team. You will be focusing on the people side of transformations to prepare, equip, support DEME colleagues to adopt to new ways of working.

DEME deliberately looks for an 'internal' coach to fill this position, truly embedding you in the organisation in every sense.

Working at DEME opens a whole range of opportunities with interesting projects to work on, developing yourself in a place where you have an impact.

DEME General

Internal Project Management

Belgium

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[Expectations and Responsibilities](#)

[About you](#)

[Our offer](#)

As part of our team, you will support several key initiatives within DEME that improve the way of working, capabilities and end-to-end processes where you will facilitate the adoption of changes.

You will provide change management coaching and support to initiative managers and their team, with a focus on initiatives related to operational excellence and digitalisation.

You will drive internal communication to increase adoption and understanding, e.g. news articles, videos, events, etc.

You will organise and lead workshops and in support of change initiatives (e.g. vision workshops, feedback/testing sessions, etc.)

You will gather feedback on the change approach by actively gaining stakeholder feedback, e.g. through surveys. You adjust the approach according to the stakeholders needs.

You are a people-person. You naturally take initiative and create a large network within the company. You are a team player that can build strong relationships.

You get energy through the success of your colleagues. You are a true team player and a greater-good thinker.

You combine a helicopter view with a drive to deliver objectives with high quality and detail.

Thanks to your communication skills (verbal and written), active listening skills and proactive mindset, involving and persuading internal stakeholders comes naturally to you.

You have impeccable user focus and are fascinated by how people adopt changes.

You can translate user needs and feedback into a hands-on action plan.

You are eager to learn.

Master's degree or similar by work experience.

Professional English skills, Dutch is a plus.

Demonstrated user experience (UX) focus or training is a plus.

Previous experience with change management or improvement initiatives within company

setting (digital, operational, etc.) might be a plus but is not a requirement.

An extensive mobility program for a healthy work-life balance.

A permanent training track which allows you to develop yourself personally and professionally.

A stimulating, innovative workplace with numerous growth opportunities.

A people-oriented environment with an interactive health program and a focus on employee wellbeing.

## **WHERE NEXT?**

Excited? Ready to explore? Great! Here's what the next steps look like:

### **01**

#### **Apply**

Click the Apply button above and send in your application.

### **02**

#### **Invite**

We'll review your application. If there's a match, you'll receive an invitation to meet with one of our recruiters.

### **03**

#### **Meet us**

Either at our HQ or virtually, we'll get to know each other better and discuss your opportunities together.

### **04**

#### **Join our team**

Where Next? Time to sign your contract and embark on your DEME journey!

#### **Related jobs**

All jobs

#### **Contract Manager**

Als ervaren contractmanager binnen TM ROCO maak je deel uit van de dienst Contractmanagement. Zo sta je in, in overleg en in samenwerking met het contractmanagement team, voor het opvolgen van het naleven van alle contractuele aspecten rondom het project. Werken als contractmanager bij TM ROCO kenmerkt zich

door de diversiteit aan (deel)projecten, mensen, vraagstukken en problematiek. Je bent adviseur, onderhandelaar, beslisser en probleemoplosser in één. Dit vereist een optimale communicatie met de verscheidene diensten en teams binnen de organisatie van TM ROCO, evenals een correcte communicatie naar onderaannemers en de klant toe.

DEME General Legal & Insurance Worldwide See details

### **Coordinator Milieu en Grondverzet**

Ben jij klaar om een coördinerende rol in te nemen in ons projectteam? Als de expert die onze projectteams begeleidt door de grondverzetregelgeving en alle milieukwesties bij grond- en baggerwerken. Met jouw oog voor detail en passie voor duurzaamheid zorg je voor een naadloze afhandeling van milieutechnische onderzoeken en adviseer je bij het vinden van de perfecte bestemming voor overtollige grond. Sluit je aan bij ons team en laat je adviserende en controlerende vaardigheden schitteren!

Dredging Operations Belgium See details

### **Design Manager Foundations**

DEME is searching for a motivated Design Manager to reinforce the offshore wind foundation design team. If you are an experienced professional with relevant engineering expertise in the offshore structures domain, this is an excellent opportunity to join a dedicated team of engineers specialized in the successful delivery of design-build (EPC) foundation and balance of plant (BoP) renewable energy projects, such as the innovative Saint-Nazaire and Arcadis Ost 1 projects. As a design manager, you will be leading the foundation design process of one of our offshore wind projects or tenders. Together, we work on DEME's vision of creating a sustainable future.

Offshore Engineering Belgium See details

### **Geotechnical Engineer**

As a Geotechnical Engineer, you will focus on a wide variety of challenges supporting our cable installation business unit on offshore windfarms. Your challenges will extend from multi-disciplinary cable route engineering to cable burial studies and managing complex soil datasets. You will be responsible for sound and expert output to support our project and tender teams or work on one of our many R&D projects.

The engineering department in Breda consists of approximately 30 employees. You will work in an international team of 8 Hydraulic and Geotechnical engineers. As a geotechnical engineer you will support our commercial and project teams by providing, amongst other things,

expert advice on cable protection strategies and cable route design. Together with the team, you will help our society transition to a sustainable future.

Offshore Engineering Netherlands See details

### **Design Engineer HV Cable Systems - Subsea Installations**

As Cable Design Engineer, your key responsibility will be to ensure that the High Voltage Submarine Cable Systems for our EPC subsea cable installation projects are designed, manufactured and tested as per our requirements and project specifications. You will be part of a small, international team, supported and coached by an experienced manager. In this position you will collaborate closely with suppliers, clients and various internal stakeholders, and you will contribute to our vision: creating a sustainable future.

Offshore Engineering Netherlands See details

### **HR Officer Carfleet**

Do you want to join our team as HR Officer Carfleet? Read more about this role!

DEME General HR Belgium See details

### **HR Administrator Immigration**

The HR Administrator Immigration works as part of a centralized support team at the heart of DEME's HR corporate operational organization. In this role you will provide internal clients/stakeholders from all DEME's disciplines with timely and accurate advice on immigration issues and drafts applications. You also serve as the main point of contact for projects in specified countries.

DEME General Admin & Support See details

### **Category Buyer Chartering**

As Category Buyer Chartering you will be responsible for a correct execution and follow up of the entire chartering process for certain segments of vessel types chartered to support DEME's activities worldwide. You will be part of a team consisting of 5 colleagues.

DEME General Supply Chain / Procurement Belgium See details

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