



Exail Robotics Belgium – Director of Industrial Operations – Mine Warfare

Ready to join our crew?

Context

In a context of strong growth, Exail is accelerating the industrialisation of its mine warfare drone solutions to meet steadily increasing international demand. This industrial transformation represents a major strategic challenge for the Group. We are looking for a Director of Industrial Operations who can support this ramp-up, optimise the performance of our industrial sites and lead an international organisation undergoing significant development.

Role

You will define and implement the industrial strategy required to ensure the performance, quality and production capacity of the systems delivered to our customers, under the responsibility of the Mine Warfare Business leadership. Responsibilities:

- Manage Exail's two industrial sites in Ostend (Belgium) and La Garde (France).
- Ensure product quality, on-time delivery (OTD), cost control and continuous improvement of industrial performance.
- Define and lead the industrial transformation roadmap to support the ramp-up of production.
- Optimise industrial processes by leveraging best practices and modern industrial methods, including Lean Manufacturing, Industry 4.0, digitalisation and continuous improvement.
- Oversee industrial procurement and secure the supply chain in a demanding and highly constrained environment.
- Foster cross-functional collaboration between production, project and product teams and support functions such as Finance, HR and Legal.
- Develop team engagement, support managers and promote a culture of performance, safety and continuous improvement.

The position is based in Ostend.

Your Profile

You are recognised for your leadership and your ability to manage in rapidly transforming environments and within agile, high-growth organisations. You are comfortable making decisions and managing trade-offs, with a strong sense of responsibility. You have, in particular, the following skills and experience:

- Strong focus on operational performance.
- Significant experience in production and assembly lines for complex high-tech products.
- Strong command of modern industrial methods and processes, particularly Lean Manufacturing and Industry 4.0.
- Experience managing a supply chain in a constrained and high-pressure environment.

- Strong technical expertise in areas such as electronics, software, mechanics, robotics, etc.
- Experience in international industrial management.
- Strong project management skills.
- Open-minded, with the ability to operate and succeed in a multicultural environment.
- Languages: fluent Dutch, French and English.

What We Offer

- An attractive and market-competitive remuneration package, commensurate with your experience and expertise.
- An electric company car, including a charging card.
- An attractive bonus scheme linked to performance and results.
- A comprehensive group insurance plan and a broad hospitalisation insurance, including coverage for outpatient and dental care.
- Meal vouchers.
- A mobile phone subscription.
- 12 additional leave days (ADV) for full-time employment.
- The possibility of up to 40 days of remote working per year, supporting a healthy balance between flexibility and collaboration.
- A professional, modern and pleasant working environment.
- The opportunity to join a technologically advanced organisation in an international context.
- The stability of a strong, forward-looking employer, combined with opportunities for initiative, professional development and career progression.

Apply today and join our team as Director of Industrial Operations – Mine Warfare Business. Together, we ensure that our underwater technologies are effective, reliable and ready to meet the demands of the most complex maritime missions.

<https://www.exail.com/>