

## Head of Wildlife & Interactions Department (F/M/X)

*Want to join a human-scale organisation with a dynamic, committed and caring team focused on innovation for the energy transition? France Energies Marines offers you the opportunity of a high-level scientific career in which you will be recognised by your peers in your field of expertise. You'll be able to carry out applied research for a booming industry. So, let's create tomorrow's world together!*

### The Institute France Energies Marines

France Energies Marines a research and innovation centre focused on offshore wind energy, with recognized industrial, economic and societal impact both in France and internationally.

Our mission? To overcome the challenges faced by the offshore wind sector. Supported by the French government, driven by a multidisciplinary team of over 90 employees, an international network of experts, and unique infrastructures, the Institute leads multi-partner research projects guided by

excellence. The results are transferred to the industry through research and expertise services, licensing, know-how transfer, and participation in expert committees and networks.

Activities are structured around four complementary departments: Wind and Ocean Dynamics, Systems and Performance, Wildlife and Interactions, and Ecosystem and Society, supported by transversal services. Transversal services supports these activities.

### Context

The Wildlife & Interactions Department is composed of around fifteen researchers, R&D engineers, and project managers who develop, coordinate, and carry out collaborative R&D projects as well as service activities, transfer, and scientific outreach.

The Department's scientific and technical roadmap is structured around three main areas: studying interactions between offshore wind energy and wildlife, implementing measures for anticipating, avoiding, and reducing impacts, and supporting and advising the various stakeholders in the sector.

The research projects conducted by the team focus on studying the different pressures exerted by offshore wind energy on marine wildlife (habitat changes, acoustic and electromagnetic emissions, chemical risks, collisions) across all components of marine ecosystems (benthos, fish, marine mammals, seabirds, bats). The team is also involved in developing innovative solutions for monitoring biodiversity in offshore environments, such as embedded instrumentation systems and artificial intelligence tools.

### Job Description

As a member of the Direction Committee (CODIR), the Head of this Department contributes to the company's strategy. Reporting to the Managing Director, the Head of Department will:

- Lead and manage a team of project managers, R&D engineers, researchers, postdocs, and PhD students;
- Define the Department's strategy for technical and organizational development;
- Respond to national, European, and international calls for projects/tenders, building key partnerships to strengthen the roadmap and the Institute;
- Provide scientific and technical expertise on the Department's topics;

- Contribute to the design of scientific projects in collaboration with Institute members;
- Propose and deliver services based on assets from R&D projects;
- Ensure proper execution of Department activities: quality of results, compliance with contractual and financial commitments;
- Participate in technology transfer to the industry by ensuring proper documentation of developed tools.

You will also be the main point of contact between the Institute and the stakeholders of the sector, particularly industrial partners, on the Department's areas of focus.

## Profile and skills

### Education

Engineer or PhD in marine environment, marine biology/ecology, or any relevant discipline

### Work experience

At least 10 years of research experience in a field relevant to the position, within an institute, a company or a consulting/engineering firm

### Specific knowledge

- Knowledge of the offshore wind sector and key environmental issues
- Experience in managing complex multi-partner and international projects
- Recognized scientific expertise in the Department's topics

### Professional qualities

- Ability to unite teams
- Organizational skills, autonomy, proactive mindset
- Scientific rigor and critical analysis
- Strong writing skills
- Fluency in English (written and spoken)

**Would be a +:** *You are versatile and motivated to lead a multidisciplinary team and support the Institute's development with a high-level scientific vision to meet challenges of offshore wind sector.*

## Practical Information

Type of contract	Permanent contract (CDI)
Status	Executive
Workplace	Headquarters in Brest or offices in Le Havre, Nantes or Marseille
Starting date	01 September 2026
Deadline for application	30 April 2026

In accordance with the regulations, priority will be given to people with disabilities who are equally qualified.

## How to Apply

- Applications must consist of a **CV** and a **cover letter**.
- In the case of a candidate being seconded by a member of France Energies Marines, the application must mention the agreement of the current employer.
- To apply, please go to the France Energies Marines [website](#) under the [Join Us](#) section.