

Head of “Wildlife and 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!

About 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. Cross-functional support services complement these activities.

Context

The “Wild life and 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 science communication activities.

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, your responsibilities will include:

Team management and Leadership (main mission)

You will be responsible for structuring, leading and developing departmental performance by ensuring:

- Day-to-day management of a multidisciplinary team of about 15 people (project managers, R&D engineers, researchers, postdocs, PhD students),

- Definition of priorities, organization and allocation of activities in line with the Institute's strategic objectives,
- Monitoring of collective and individual performance (objectives, KPIs, quality of deliverables),
- Supporting team members in developing their skills and career paths,
- Creating a team dynamic that fosters engagement, collaboration and scientific excellence,
- Managing resources and adapting the organization to departmental challenges

Strategic leadership and Department development

In coordination with Management and other Departments, you will:

- Define and implement the Department's development strategy (technical and organisational),
- Contribute to the Institute's overall strategy as a member of the Direction Committee (CODIR),
- Support the team in responding to national, European and international calls for proposals by developing key partnerships,
- Ensure proper execution of departmental activities (quality of results, compliance with contractual and financial commitments)

Scientific and Technical Contribution (support role)

You will support the team by providing expertise when needed:

- Assist in the development of scientific projects in collaboration with Institute members,
- Provide scientific and technical expertise within the Department's scope,
- Develop service offerings based on R&D project outcomes,
- Contribute to technology transfer activities by ensuring proper documentation of developed tools

Representation and external relations

You will act as the main interface between the Institute and Industry stakeholders, particularly companies, on the Department's topics.

Profile and skills

Education

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

Work experience

- At least 10 years in research, innovation or engineering environment
- Significant experience in team management, ideally in a multidisciplinary context

Specific knowledge

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

Professional qualities

- Ability to lead, structure and unite a team
- Strong organizational skills, autonomy, and initiative
- Leadership and team spirit
- Rigor and analytical mindset
- Strong written and oral communication skills
- Fluency in English

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

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| Type of contract | Permanent contract (CDI) |
| Status | Executive |
| Workplace | Brest (Headquarters), relocation to one of our branch office (Le Havre, Nantes or Marseille) may be considered in the medium term, subject to the candidate's preference |
| Starting date | 01 October 2026 |
| Deadline for application | 05 July 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.

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