

Altenova – IT Operations Lead

IT Operations Lead

Would you like to shape the IT direction of an international group and work with your team to turn that vision into reality?

Altenova brings together the expertise of Altebra and Pyronova in **active fire protection**. Across several European locations, **more than 500 colleagues** work on solutions that protect people and property.

To support our continued growth and international collaboration, we are looking for an **IT Operations Lead** to join our **headquarters in Ophasselt (Geraardsbergen)**.

Your role

As IT Operations Lead, you hold **group-wide responsibility** for both the **IT strategy** and its **operational delivery**.

You define the **IT roadmap and architecture**, set priorities and safeguard **continuity, security, standardisation and reliable IT services** across all Altenova entities. This is not a purely strategic management role: you are a **hands-on leader** who provides direction, makes decisions and organises their implementation.

You work closely with **management, local IT colleagues and specialised external partners**. You also lead a **team of seven IT professionals**, setting priorities, assigning responsibilities, monitoring progress and supporting your team through **clear feedback and coaching**.

What will you be responsible for?

You lead a **team of seven IT professionals** and create the structure they need to collaborate effectively. You set **clear priorities**, ensure a **balanced distribution of work** and foster a **constructive team dynamic** through regular feedback and clear expectations.

You define the **IT strategy, architecture and roadmap** for the entire group and translate this vision into a **phased and realistic implementation plan**. You map the existing application landscape, reduce overlap between systems and lead the **selection, standardisation and migration of tools**.

You also determine the direction for **infrastructure, networking, cloud solutions and endpoint management**, coordinating implementation with your team and external partners.

You safeguard a **secure and consistent IT environment**. This includes optimising **identity and access management** through **SSO, MFA, standardised role models** and secure onboarding and offboarding processes.

You establish group-wide **cybersecurity and compliance standards**, with a focus on **ISO 27001, Zero Trust and GDPR**, and engage specialised expertise where required.

You harmonise **SharePoint and document management** by developing clear structures, metadata, workflows and access permissions. At the same time, you further develop the **IT service organisation** through well-defined processes, a shared service desk, high-quality documentation, transparent reporting and strong agreements with suppliers.

Finally, you support the further **standardisation of data and reporting**, including **Power BI and applications for engineering and field service**. You guide the organisation through the introduction of new tools and ensure employees **understand, adopt and use them effectively**.

Who are we looking for?

- You hold a **bachelor's or master's degree in IT or a related field**, or have equivalent relevant experience.
- You have at least **seven years of experience** in a broad IT environment and have taken responsibility for **infrastructure, projects or group-wide improvements**. Experience in a **multi-site or international environment** is a strong advantage.
- You have strong hands-on knowledge of **Microsoft 365, Azure, networking, endpoint management, identity and access management, and cybersecurity**.
- You move comfortably between **strategy and operations** and can translate technical decisions into **realistic business priorities**.
- You communicate convincingly with **senior management, users, IT colleagues and external partners**, and you work in a **structured, decisive and pragmatic** way.
- You communicate fluently in **Dutch and English**. English is the working language within our international collaboration.
- You thrive in an **international working environment** and are willing to travel occasionally to other **European locations**.
- A **responsible, hands-on IT leadership role**, managing a team of seven and making an impact across the entire group.
- The opportunity to **shape Altenova's IT direction** and turn it into reality together with your team and specialised partners.
- A **permanent employment contract**, clear decision-making authority and direct communication with management.
- **Entrepreneurial colleagues**, short decision-making lines and ample opportunities for **professional development**.

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