BOSAQ I Water Experts – Chief Operating Officer

Chief Operating Officer

THE OPPORTUNITY

BOSAQ is entering a defining phase in its growth journey.

BOSAQ is an innovative water technology company that designs, builds, operates and maintains **decentralised and modular water treatment installations** for drinking water and industrial process water.

The company is growing rapidly. Revenues are expected to more than triple compared to the previous year, with positive EBITDA expected for the first time.

The next challenge is to turn this growth into a **scalable, professional and high-performing international organisation.**

We are therefore looking for an experienced and entrepreneurial **Chief Operating Officer (COO)** to build and lead the operational organisation that will enable BOSAQ's next phase of growth.

This is **not a traditional COO role in a mature organisation.** It is an opportunity for a hands-on leader who enjoys building organisations, developing people, solving operational challenges and turning ambitious growth plans into reality.

ABOUT BOSAQ

BOSAQ develops and delivers sustainable water solutions for communities and industries around the world.

Our solutions cover the complete lifecycle:

Design → Engineering → Production → Project Execution → Commissioning → Operations & Maintenance

BOSAQ combines water technology, engineering and operational expertise with a modular and decentralised approach.

The company has a strong international footprint:

- **Headquarters, R&D and pilot production:** Deinze, Belgium
- **Series production:** production joint venture in Bulgaria
- **Projects and operations:** across several countries worldwide
- **Local entities:** including Suriname and Moldova
- **Team:** approximately 40 employees and technical professionals

BOSAQ is moving from an entrepreneurial technology company towards a **professionally structured and internationally scalable business.**

The COO will be one of the key people driving that transformation.

YOUR MISSION

Your mission is simple to describe, but challenging to execute:

Build an operational organisation capable of delivering BOSAQ's ambitious international growth.

The commercial opportunities are growing faster than the current operational organisation can consistently absorb. In particular, production capacity, organisational structure and operational processes need to develop significantly faster to ensure that budgeted revenue can be converted into successfully delivered projects.

You will therefore assess the current organisation and build the structure, capabilities and leadership team required for the next stage of BOSAQ's development. You will combine **strategic thinking with hands-on execution.** You will not simply manage an existing organisation. **You will help build the organisation itself.**

Several team leader positions still need to be developed or recruited, giving you significant influence over the future structure and capabilities of Operations.

YOUR RESPONSIBILITY

As COO, you will have end-to-end responsibility for BOSAQ's operational value chain:

Engineering & Industrialisation: Ensure that BOSAQ's technology can be translated into scalable, standardised and reproducible solutions.

Production, Procurement & Supply Chain: Build the production capacity, processes and supply chain capabilities required to support rapid growth.

Project Execution & Commissioning: Professionalise project execution and increase predictability in planning, delivery, quality and cost.

Service & Operations: Develop a scalable international organisation for commissioning, maintenance and operational support of the growing installed base.

Quality, HSE & Operational Excellence: Strengthen quality management, health & safety, prevention, risk management and continuous improvement.

Organisation & People: Build the operational leadership team, establish clear responsibilities and create a culture of ownership, accountability and performance.

The **Executive Director of BOSAQ's Bulgarian production joint venture will report directly to you.** You will work closely with the CTO to connect technology and innovation with industrialisation and delivery, and with the CFO, CCO and Managing Director to align operational capabilities with commercial and financial objectives.

You will report to the **Managing Director**, who leads the overall organisation as the CEO's right hand. You will be a member of BOSAQ's executive management team alongside the CEO & Founder, CTO & Co-founder, Managing Director, CFO and CCO.

WHAT WILL MAKE YOU SUCCESSFUL?

We are deliberately open about your exact career path.

You may currently be an Operations Director, VP Operations, Managing Director, Manufacturing Director, senior operations leader or an experienced COO in a scale-up or medium-sized company.

What matters is **sufficient experience combined with the right mindset.**

You bring:

- Significant experience in operations leadership
- Experience scaling a growing organisation
- Experience building teams and organisational structures
- Experience in a technical, industrial or project-driven environment

- Strong understanding of engineering, production and project execution
- Experience with procurement and supply chain
- International experience
- Strong business and financial understanding
- Experience leading change and professionalisation

Experience in water technology, cleantech, environmental technology, industrial equipment, energy technology, modular infrastructure or another complex technical environment is an advantage. **Water industry experience is not a prerequisite.**

WHO YOU ARE

For BOSAQ, **personality and drive matter as much as experience.**
We are looking for someone who is:

Entrepreneurial: You thrive in an environment where not everything is already defined and you take ownership rather than wait for instructions.

A Builder: You enjoy creating structures, teams and processes that did not previously exist.

Hands-on: You can operate at strategic level while being prepared to dive into operational details when necessary.

Structured: You bring clarity to complexity and create processes without unnecessary bureaucracy.

Pragmatic: You focus on solutions that work and understand the balance between speed, quality and perfection.

Decisive: You make decisions, set priorities and take responsibility for the outcome.

A People Leader: You build trust, develop people and create a culture of ownership and accountability.

Internationally minded: You are comfortable working across countries and cultures and leading teams remotely when required.

WHY BOSAQ?

A defining moment: BOSAQ has reached an important point in its development. The company is growing rapidly and entering a new phase of professionalisation and international scale. You will join at a moment when your contribution can have a **direct and lasting impact on the company's future.**

Build, don't just manage: You will have the opportunity to shape the organisation, recruit key leaders, develop operational capabilities and establish the systems and processes that will support BOSAQ's future growth.

International impact: BOSAQ's projects and operations span multiple countries. You will work in an international environment while being based at the company's headquarters in Deinze. International travel is expected at approximately minimum **once per month**, depending on operational priorities.

Meaningful technology: Water is one of the world's most critical resources. Your work will contribute to providing reliable and sustainable drinking water and industrial process water through innovative decentralised solutions.

Entrepreneurial environment: You will work directly with BOSAQ's founders and executive team, with short decision lines, significant autonomy and genuine influence on the company's direction.

THE OFFER

BOSAQ offers a senior executive position with:

- Significant operational and organisational responsibility
- Direct impact on the company's growth trajectory

- The opportunity to build and lead an international operations organisation
- Close collaboration with the founders and executive team
- An entrepreneurial and technology-driven environment
- International exposure and responsibility
- The opportunity to grow with the company

The position is based in **Deinze, Belgium.**

BOSAQ welcomes both Belgian and international candidates and is open to experienced professionals who are motivated to **relocate to Belgium** for this opportunity.

The compensation package will be aligned with the scale and growth stage of the company.

READY TO BUILD WHAT COMES NEXT?

If you are an experienced operations leader who enjoys **building organisations, developing people and turning ambitious growth plans into operational reality,** this could be your next challenge.

At BOSAQ, you will not simply be managing an operation.

You will be building the operational organisation that will enable a growing international water technology company to fulfil its ambitions.

Join BOSAQ. Build the organisation. Scale the impact.

https://bosaq.com/