

Project Director (gn) Industrial Plant Engineering in the Bioeconomy

Stellenanbieter: traceless materials GmbH

We're solving global plastic pollution – and you can be part of the solution!

With our **groundbreaking technology**, we transform **agricultural plant residues** into an innovative and environmentally friendly **biomaterial** – bio-based, plastic-free, and compostable. A material that leaves no harmful traces. Our goal is to **replace as much conventional plastic as possible** – and that's where you come in.

As a

Project Director for Industrial Plant Engineering (gn),

you will play a **key role** in the realization of our **large-scale production facilities** (investment volume > €100M), contributing to establishing traceless as a pioneer in the sustainable materials industry.

With your expertise in **industrial plant construction** and **project leadership**, you will manage the **entire project lifecycle** – from **concept development** and **detailed planning** to **commissioning**. You'll ensure that communication, processes, and structures run smoothly and that all stakeholders collaborate effectively. Your proactive **risk management** and **strategic foresight** enable you to identify and address challenges early on.

Your extensive experience in **volatile and ambiguous environments** enables you to build **first-of-a-kind production capacities** that are **scalable and future-proof**. In this way, you'll make a decisive contribution to realizing our vision of a **plastic-free future** and take **sustainable innovation** to the next level.

Your responsibilities

- **Leading industrial plant construction projects**, including building and utility infrastructure, from **planning and permitting** through **construction to commissioning and handover to operations**.
- Ensuring that all project objectives regarding **schedule, budget, cash-flow, quality, safety and sustainability** are met and adequately reported.
- Delivering projects in suitable methods like **EPCM, EPC** or **in-house management**.
- Communication, alignment and reporting with internal and external stakeholders (**executive management, specialist departments, service providers, authorities & board members**).
- Responsibility for **risk management, quality assurance** and **compliance** with legal

and regulatory requirements.

- Establish a clear **project structure** with defined responsibilities, effective **decision-making** and **scope management processes**, and other relevant project workflows, including **resource** and **budget planning**.
- Foster **transparent communication structures** and a project culture based on **trust**, **accountability** and **respect**.
- Leadership of **interdisciplinary teams** and close collaboration with the **management team**.
- Champion **innovative**, **sustainable** and **circular approaches** in construction and engineering, including **ESG monitoring and reporting**.
- Strategic **planning and scaling** – not only operational execution and program management, but also **forward-looking capacity planning**, **evaluation of new sites** and shaping of our **scaling strategy**.

Qualifications

- **University degree** in mechanical engineering, process engineering, civil engineering, industrial engineering or a comparable qualification.
- Extensive experience (**10+ years**) in managing complex, **large-scale industrial facility projects** (investment volumes > €100M).
- Excellent **communication skills** towards internal and external stakeholders.
- Proven experience in different **project delivery methods** (e.g. EPC, EPCM).
- Strong **technical understanding** of plant construction, process engineering and production operations – ideally in bioeconomy, chemical industry or similar sectors.
- Proven **track record** of delivering complex projects **on time**, **within budget** and at the required **quality standards**.
- **Strategic foresight** and **entrepreneurial mindset**.
- Familiarity with **legal requirements**, **technical standards** and **permitting procedures**.
- Skilled in **risk**, **change** and **claim management**, and working with EPCM and turn-key work package contractors.
- **Hands-on mentality** and a **solution-oriented mindset**.
- Excellent **decision-making skills** and **analytical thinking**, with the ability to manage **complexity** and **ambiguity**.
- You combine **strategic oversight** with **empathetic leadership**, creating an environment where accountability, trust and motivation thrive.
- Proficiency in **ERP systems**, **CAD software** and **MS Project** is an advantage.
- Fluency in both **German** and **English**, written and spoken.

What you can expect

- **Meaningful work with real environmental impact**
- **Start-up spirit combined with industrial ambition** and plenty of room to shape your role
- **Personal and professional growth** in a fast-scaling company

- **An inclusive, international team** with more than 18 nationalities
- **Flat hierarchies** and a fair, respectful company culture

Bewerbungsprozess

At traceless, you have the opportunity to do work that truly matters – for the planet and for future generations. With the launch of our first large-scale production plant **in Hamburg-Harburg at the end of 2025**, an exciting new chapter begins for us: industrial scale-up and entry into the commercial market. We are growing rapidly and are looking for committed people who want to help shape the future of truly sustainable materials.

traceless is a young company - with a big vision: a future free of pollution and waste! Our award-winning company was founded in Hamburg in 2020 by our female founding duo Anne and Johanna. By now we are a diverse team from different disciplines, ages and twelve nationalities, united by our common mission: to contribute to solving plastic pollution and build the regenerative industry of the future. To achieve this, we are working to bring our materials to market quickly and to build our first large-scale production facility in Hamburg-Harburg.

We have created a diverse, inclusive and fair working environment that we want to preserve and further develop. Therefore, we welcome all applications - regardless of gender, nationality, ethnic and social origin, religion/belief, disability, age, and sexual orientation and identity. Because to tackle plastic pollution, it's going to take all of us.

You are interested? Great! Just upload your CV and a short cover letter in the application form. Alternatively, you can email them to us at careers@traceless.eu. We look forward to getting to know you!

- **Anstellungsart:** Festanstellung
- **Arbeitszeit:** Vollzeit
- **Berufserfahrung:** > 5 Jahre

Einsatzort: 21079 Hamburg / hybrid, Deutschland

Stellenanbieter: traceless materials GmbH
Brook 5
20457 Hamburg, Deutschland

Online-Bewerbung:

<https://t.gohiring.com/h/d97cb604bbc665971a56a12922b171cf2216e54605e898d977dcf6748d6f46b>

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