SCADA international

Commercial Director - Cyber Security

Would you like to be part of a growing, entrepreneurial Powerhouse within renewables? Do you see yourself as the missing link between our customers' cyber security strategies and how they are brought to life in an OT environment? And are you passionate about building the strategy, organization and offerings to support it? Then we would like to hear from you.

Your role

Our Commercial Director- Cyber Security, will be the driving force in establishing our organization as a global authority in security and compliance for the renewable energy sector. This position requires both visionary leadership and hands-on operational expertise to turn strategy into actionable processes and outcomes. The Director will build a robust Cyber Security Business Area, dedicated to delivering integrated OT security solutions, guiding clients from planning through execution. This role is critical in transforming strategic goals into real-world impact, delivering immediate value and long-term growth. A significant part of the position is to engage directly in customer projects.

Main responsibilities:

- **Strategic Execution and Development:** Lead the design and ongoing adaptation of a focused cybersecurity strategy to position our organization as a top-tier security partner for renewables. The Director will refine and translate strategic objectives into clear, actionable plans that align with Digital Services' overall goals.
- **Market Development and Client Positioning:** Build our brand as a trusted security expert within the renewable sector by establishing a presence in Europe, the U.S., and beyond. The Director will execute go-to-market strategies leveraging the Group's resources, actively driving market entry and expansion.
- **Team Building and Capability Development:** Create and manage a high-performing team by defining necessary competencies, implementing continuous learning opportunities. The Director will ensure that team members have the tools and support needed to achieve operational success.
- **Customer Engagement and Growth:** Partner with Sales and Account Management teams to expand customer relationships, ensuring solutions align with clients' strategic directions and compliance requirements as well as operational needs. Provide value throughout the OT lifecycle.
- **Integrated Solutions Development:** Collaborate closely with customers to create comprehensive, practical security solutions that guide clients through every stage of implementation.
- **Operational Excellence and Profitability:** Ensure efficient, streamlined processes that maximize resource utilization, support revenue growth, and maintain high standards of profitability across the cyber security Business Area.

Your background

The ideal candidate for the Director Cyber Security role will have a balanced blend of cybersecurity expertise, commercial acumen, and hands-on leadership experience, ideally gained within industries focused on OT or critical infrastructure such as renewable energy, utilities, or manufacturing. This candidate will have a proven track record in both strategic planning and practical implementation, bringing cybersecurity strategies to life in high-stakes, real-world environments.

Key Qualifications

- **Education**: Bachelor's or Master's degree in Cybersecurity, Information Technology, Computer Science, Engineering, or a related field. Professional certifications (e.g., CISSP, CISM, or similar) are highly desirable.

- Professional Experience:
  - **Cybersecurity and Compliance**: At least 10 years of experience in cybersecurity with a focus on developing and implementing security and compliance solutions, preferably within OT environments or critical infrastructure.
  - **Industry-Specific Knowledge**: Background in the renewable energy sector or related fields (e.g., utilities, manufacturing, or industrial controls) where OT security is a priority.
  - **Commercial Leadership**: Demonstrated experience in a commercial or customer-facing role, with a track record of developing go-to-market strategies, engaging with customers, and achieving revenue growth.

- Technical Skills and Knowledge:
  - **OT and IT Integration**: Strong understanding of OT architectures, cybersecurity frameworks, and industry standards relevant to OT/ICS security (e.g., IEC 62443, NIST standards).
  - **Tools and Systems**: Proficiency with security tools, processes, and monitoring solutions used in OT environments, including risk assessment, threat detection, and vulnerability management systems.
  - **Compliance Expertise**: Knowledge of regulatory requirements and compliance best practices specific to the renewable sector or critical infrastructure industries.

- Core Competencies
  - **Strategic and Operational Focus**: Ability to balance high-level strategic thinking with hands-on operational execution, turning cybersecurity strategies into effective, on-the-ground solutions that deliver measurable impact.
  - **Client-Centric Mindset**: Strong interpersonal skills and a customer-focused approach, with experience building long-term relationships and delivering tailored solutions that meet specific client needs and compliance requirements.
  - **Leadership and Team Building**: Proven success in building, managing, and developing high-performing teams; able to inspire team members and cultivate a culture of excellence, collaboration, and continuous learning.
  - **Market Insight and Industry Network**: Well-developed understanding of industry trends and a network of connections within the cybersecurity and renewable energy sectors, enabling the Director to stay ahead of market developments and competitive dynamics.

Apply

Does this sound like your next challenge?

To apply, please send your CV and application via our website.

If you have any questions for us, you are more than welcome to contact our Director HR & Administration, Jan Konstantin Rosenby, at +45 2014 6468. We review candidates on an ongoing basis, so please don't hesitate to get in touch.

We are SCADA International

We are an energy powerhouse committed to supporting our customers across their entire value chain. From planning and designing to implementing and managing their portfolios of assets, we empower our clients to achieve their vision of a sustainable future.

When joining SCADA International, you join a dynamic company with vast experience in power regulation and control, data monitoring, grid modeling, and consulting within renewable energy. Our team includes employees in business units located in Denmark, Germany, Poland, Romania, Spain, Portugal, the US, and Ukraine, reflecting our multicultural organization and diverse expertise.

We are committed to ensuring the well-being and safety of our employees, as they are the backbone of our operations. Working with us, you will become part of a friendly environment with +240 innovative and