

Head of Global Operations

Based in our Copenhagen office, this is the role for the person who wants to be right where real-time operations, strategic decisions and people leadership come together.

Our current Head of Global Operations is moving on to new challenges within the group, and we are looking for a person who will take over the helm of a set-up that already works well; and still sees plenty of room for smarter voyages, better use of data, and bolder green decisions.

With a fleet of 160–190 vessels across multiple segments and time zones, and a team that already knows how to run ships, you will provide support to the Operations team, drive continuous improvement and help keep Ultrabulk ahead in an increasingly complex market.

As Head of Global Operations, you will:

- Lead and develop the global Operations function, covering voyage operations, laytime, legal & claims and bunker procurement.
- Support Operations in owning the full voyage execution journey: from fixture handover to final laytime and claims settlement, with a clear view on both operational quality and voyage P&L.
- Guide and support the team and function leaders in their everyday work
- Work closely with HR in ensuring a well-performing Operations team incl. involvement in recruitments, rotations and advancements.
- Work hand-in-hand with Chartering and Business Intelligence to optimise voyages, manage risk, and sharpen our environmental footprint.
- Have hands-on exposure to a variety of operational challenges where your expertise is needed in solving them.
- Drive standardisation and best practice across offices, while allowing for local agility.
- Be part of the Ultrabulk leadership team.

Who we're looking for

You are a team player who takes ownership, communicates clearly, and enjoys being close to both the business and the people.

You likely:

- Have extensive experience from dry bulk operations, including leadership responsibility across several vessels, trades and regions.
- Know the full voyage cycle inside out: from pre-fixture considerations and port operations to laytime, bunkers, performance and claims.
- Think commercially by instinct: you see the P&L in the operational choices and are not afraid to challenge a fixture or a plan.
- Are a strong people leader: you are deeply motivated by being responsible for developing and supporting 50 people in 9 countries.
- Have a pragmatic and structured approach to process, risk, and compliance, with the ability to make sound decisions under pressure.
- Are fluent in English, our corporate language.

We believe the right candidate brings not only expertise and drive but also contributes positively to our culture, one built on strong teamwork and a welcoming, social atmosphere. If your CV doesn't match every single bullet but you recognise yourself in the description, we would still like to hear from you.

What you might love about us

Ultrabulk is big enough to matter and small enough for one person to make a visible difference. With more than 30 nationalities across 10 locations, you will step into a genuinely international, informal and social environment: the kind where people enjoy working together, not just working next to each other. In Ultrabulk, we are convinced that an optimal working environment requires an exceptional social atmosphere across all departments. We believe that work should be fun and rewarding on a personal level. Our mission to be 'a partner you can trust' shines through in our way of being colleagues by caring for one another and, in unison, do our utmost to reach our goals for the business. We believe that flexibility is fundamental in ensuring a balanced life.

Ready to set sail with us?

We would like you to start as soon as possible. If you are curious about the role but not 100% sure, you are welcome to reach out to Søren C. Thomsen, Head of Global Operations, or Christine Melbye Carstensen, Head of HR.

If you are ready to apply, please submit your CV and application via the "Apply" button as soon as

possible and no later than 4 February 2026. We review applications continuously and interview on an ongoing basis, and we will close the position once we have found the right match. Only applications uploaded digitally will be considered; we do not accept applications sent via e-mail. Your application will be treated with confidentiality, and our reply will be sent to the e-mail address you registered in our system.

We are committed to providing an inclusive and supportive recruitment experience for all candidates. If you have any specific needs, please let us know how we can assist.