

# Tender Manager, Renewable Offshore Services

**Deadline:**

09-11-2026

*Are you motivated by turning complex customer requirements into competitive and commercially robust proposals? Do you thrive on creating structure, coordinating specialists, and driving tender processes from opportunity to contract award? Then you could be our new Tender Manager.*

## Your position

As our new Tender Manager, you will play a key role in securing renewable offshore service opportunities, with a particular focus on offshore wind. You will lead the complete tender lifecycle, from initial qualification and bid strategy through proposal development, internal approval, submission, clarification, negotiation, and handover to project delivery. Working closely with colleagues across Sales, Engineering, Operations, Legal, Finance, Procurement, and HSEQ, you will bring together the right expertise and turn complex requirements into clear, compliant, and customer-focused solutions. You will create structure throughout the process, maintain tender governance, manage commercial risks, and ensure that every submission is delivered on time and to a high standard. In this full-time position you will report to the Sales Director, Service. Your place of work will be Esbjerg, Aarhus, Copenhagen or Grimsby, UK and travelling for customer meetings, site visits, negotiations, and other tender-related activities should be expected. At Semco Maritime, safety is a core value. In this role, you will contribute to maintaining a strong culture of safety, quality, compliance, and integrity throughout all tender activities.

## Your tasks & responsibilities

As Tender Manager, you will be responsible for planning, coordinating, and delivering assigned tenders while ensuring clear ownership, effective collaboration, disciplined governance, and alignment with our commercial objectives.

Your tasks will include, but are not limited to:

- Leading renewable offshore service tenders from qualification and bid/no-bid assessment through submission, negotiation, award, and structured handover.
- Establishing tender strategies, plans, timelines, responsibilities, review gates, and communication routines across the bid team.
- Coordinating technical, operational, commercial, contractual, procurement, finance, and HSEQ contributions into coherent and compelling proposals.
- Managing pricing inputs, assumptions, exclusions, compliance, risks, opportunities, clarifications, and internal approval processes.
- Preparing and quality-assuring customer-focused submissions while capturing lessons learned and contributing to the continuous improvement of tender processes, tools, and content.

## Your profile & qualifications

We are looking for a commercially aware and structured tender professional who enjoys bringing people and specialist disciplines together around a shared deadline. You take ownership, maintain an overview when the process becomes complex, and communicate clearly with stakeholders at different levels of the organisation.

You combine attention to detail with the ability to understand the bigger commercial picture. You are comfortable challenging inputs, following up on deliverables, and ensuring that the proposed solution is both competitive and operationally achievable.

To succeed in this position, we imagine that you have:

- Relevant experience in tender or bid management within offshore wind, renewable energy, maritime, oil and gas, engineering, or technical services.
- Experience leading complex, multidisciplinary tenders involving several internal and external stakeholders.

## Contact data:

Helle Brit Brit Juul-Schirmer

## Location:

DK - Esbjerg, DK - Copenhagen,

DK - Aarhus, UK - Grimsby

- A strong understanding of tender governance, compliance, cost estimation, pricing, contractual risk, approvals, negotiations, and handovers.
- Excellent written English and strong communication, editing, planning, and stakeholder-management skills.
- Proficiency in Microsoft Office and relevant tender, CRM, document-management, or collaboration platforms.

Additional languages relevant to our key markets will be considered an advantage.

### **Welcome to Semco Maritime**

At Semco Maritime, we create change. For people. For projects. And for the global energy sector. With us, you will join a community of over 2,300 of the most dedicated thinkers and doers in the energy industry who are driving real change and making their own personal mark on the global energy landscape.

While everyone knows *why* the energy transition is vital, we are concerned with the journey. *How* to get there. By providing the answers needed to make change real.

Because we believe that global energy ambitions can only be realized through hard work and clever pragmatic solutions. This is what we do. This is what we invite you to participate in.

Safety is at the core of everything we do, and we are committed to protecting our people, partners, and the planet as we work towards a sustainable energy future.

So yes, working for us will change the energy sector – and may well change you too.

We know that our people are our greatest strength. We strive to build an inclusive workplace where everyone can be themselves, contribute their perspectives, and feel part of the team. We welcome applicants from all backgrounds and believe that diverse teams help us find better solutions and move the energy transition forward.

Care to join the movement?

**Change. With us.**