



## DETAILS

- Allée de Morfayt, 96, 6120, Ham-Sur-Heure
- +32 475 231523
- debeve.j@gmail.com
- 41
- Belge
- <https://projectx-be.com/>

## SKILLS

- Transparent leadership
- Human oriented throughout efficient communication
- Long Term strategy
- Change Management
- Recruitment & Managers Coaching
- Commercial & contractual negotiations
- Versatility & Adaptability
- Decisive Leadership
- Active Listening
- Problem Solver

## VARIOUS

- Open to one-off assignments abroad
- Change of sector is an additional incentive
- Assessment at management committee level 11/2021 available on my site

## LANGUAGES

### French

Langue maternelle

### English

# Jonathan Debeve

## Manager (V to C Level)

### PROFILE

Begin by hearing the testimonials from those I've worked with. Explore my website for a comprehensive view of my management style. Lastly, discover my perspective on my journey. My core strengths lie in inspiring teams, driving business performance, and empowering individuals and the company to excel.

As a strategic and visionary leader, I excel at guiding engaged teams towards ambitious goals through positive, people-focused management. Having had to regularly deputise for support departments, this has given me a deep understanding of organisational dynamics and the different roles beyond my own, enabling me to work effectively with all of them.

I am pursuing a strategic, high-impact role within a forward-thinking, people-centric organization. I believe that when team members are empowered and successful, it results in satisfied customers and a thriving business.

### EXPERIENCE

#### Business Unit Manager

01/2021 - 03/2024

**Spie** - Bruxelles (Anderlecht)

- Director of a Business Unit comprising 3 subsidiaries for the whole country. (30M€ / 150FTE)
- Strategic, commercial, contractual, HR, operational and financial management of the BU.
- Experience in Merging and Acquisitions
- Representative at Works Council, Occupational Health and Safety Committee and various international strategic committees.
- Group top management (200).

Key Achievements: Stabilized the organization post-2020 crisis, repositioned the company in key national markets, reduced HR turnover, achieved over 10% annual organic growth, maintained consistent EBIT, implemented a central engineering office, improved overall work quality, and established a new subsidiary in Flanders.

#### Department Manager

01/2018 - 01/2021

**Spie** - Bruxelles (Drogenbos)

- Branch manager (12M€ / 90FTE)
- Design, implementation and production of the Drogenbos operational site and its central warehouse at the service of operational project teams.
- Representative on the Innovation and Competence Centres Committee within Spie Group.
- Organic growth x 2,5 / FTE x 2 / Ebit > Market
- HR Turnover < 2%

Courant  
EFSET 71 - Niveau C2

**Dutch**

Notions

**Spanish**

Débutant

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## AREAS OF INTEREST

English Bulldogs (Breeder)  
Music

### Senior Project Manager

09/2016 - 01/2018

**Spie - Bruxelles (Anderlecht)**

- Contractual, operational and financial management of projects and framework contracts for public-sector clients in the electrical public infrastructures for Wallonia and Brussels.

### Company advisor

09/2014 - 05/2020

**Freelancer - Ham-Sur-Heure**

- Expertise and guidance in optimising Small to medium companies and businesses.
- Various management, coaching, training, audit and consultancy assignments.
- Various sectors of activity, e.g. cosmetic surgery, jewellery, demolition, construction, electrical engineering, sales, etc.

### Senior Project & Tender Manager (E&I)

09/2008 - 09/2014

**Nizet Entreprises - Louvain-La-Neuve**

- Electrotechnical projects for private and public clients.
- Large-scale tenders in Belgium and abroad (10 to 350M€).
- Development of project management training and participation in the implementation of a new ERP within the company.

### Construction Manager / Project Leader (E&I)

11/2005 - 09/2008

**Fabricom GDF Suez - Fleurus**

- Operational manager for the manufacture of gas extraction racks, then QA/QC manager for commissioning in Norway.
- Project management of E&I projects, from quotation to commissioning.
- Facilities coordinator for the company's contractors during production shutdowns

### Automation technician

02/2005 - 11/2005

**AGESYS S.A - Fleurus**

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## EDUCATION

**BAC +3 : Industriel IT and Automation, 09/2001 - 06/2004**

**I.S.A.T - Charleroi**

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## CERTIFICATES, TRAININGS

SPIE Business Unit Manager International Program

Prince 2 Foundation + Practitioner

Time management, Negotiation, Communication

SUEZ Project Management trainee