

Project Manager

Do you want to work on permit management for major projects and follow them through the construction phase? Do you thrive in an international context and enjoy new challenges? Are you motivated by contributing to Europe's largest infrastructure project from a permitting perspective? If so, you may be our new Project Manager for Permits and Authority Relations in the Permits and Environment Germany department at Femern A/S, part of the Danish state-owned Sund & Bælt Holding.

About the role

As Project Manager for Permits and Authority Relations, you will join the Permits and Environment Germany team within the Project Development and Sustainability division of Sund & Bælt. The division prepares new projects, monitors compliance with all regulatory requirements for ongoing projects, and oversees the environmental construction monitoring on the German side of the Fehmarnbelt Tunnel.

You will work at the interface between public authorities, contractors, and our Technical Department, focusing on permitting, and project management. You will be the primary point of contact for various authorities and stakeholders.

In close coordination with your colleagues, you will ensure that all appointed contractors comply with and implement regulatory requirements for construction. You will review contractors' designs at an early stage, working closely with technical colleagues and external advisors. Your main focus is not technical detail but ensuring that construction processes are compatible with protecting people and the environment and that they comply with the plan approval decision.

You will ensure that the responsible authorities are sufficiently informed about construction progress and future planning—and that this is documented appropriately, you will also support any additional permitting procedures and plan amendment processes as needed.

Key responsibilities :

- Manage communication and interfaces between the Technical Department, other specialist units, German authorities, and international contractors.
- Coordinate continuously with the plan approval authority and competent specialist authorities on compliance with the requirements set out in the plan approval decision (Planfeststellungsbeschluss).
- Serve as the primary contact for regulatory questions in Germany—both internally and for the construction contractors.
- Documentation of compliance with regulatory requirements, the responsible authorities are informed about construction progress and upcoming plans.
- Transfer and convey German authority requirements to foreign contractors.
- Bridge and mediate cultural differences in the project environment, e.g., between international contractors and the German administrative system.
- Support permitting procedures and plan amendment processes.

Location and travel

Your base location is flexible; your primary workplace can be in Germany or Denmark. You will participate in coordination meetings with authorities on Fehmarn and occasionally in Hamburg or Northern Germany. Regular visits to our offices in Copenhagen and Rødbyhavn are expected. Presence in Copenhagen and Rødbyhavn/Fehmarn will be required for a limited onboarding period.

You are communicative, a team player, and enjoy working collaboratively toward shared goals. You work in a structured and organized way, show initiative and high engagement, and present yourself professionally. You are flexible and reliable and enjoy working in an international environment with colleagues from around the world and a wide range of stakeholders—from contractors across Europe to local, state, and federal authorities.

Must-have qualifications :

- Fluency in German and English, spoken and written; excellent drafting and communication skills.
- University degree in political science, public administration, law, or a comparable field; alternatively landscape/environmental planning, geography, biology, environmental sciences, or similar. A degree with a technical focus is also possible.

Qualifications that give you an edge :

- Basic knowledge of German planning law.
- Experience communicating with German authorities (ideally at least 2–3 years).

- Experience in planning and/or permitting of infrastructure projects (e.g., preparing permit applications, managing objections, conducting hearings).
- Experience accompanying infrastructure projects during the construction phase from a permitting perspective.
- Knowledge related to marine construction projects.

What we offer

You will join a strong and committed team working toward a common goal: constructing the Fehmarnbelt Tunnel, bringing people closer together.

You will collaborate closely with specialists and experts from around the world who contribute their experience, skills, and enthusiasm every day to one of Europe's largest infrastructure projects. We offer numerous opportunities to gain new knowledge and skills within the framework of a major international project.

Femern A/S is an organisation that continuously adapts to the needs of each project phase; everyday work is both challenging and varied. You will collaborate with many different colleagues across the organisation. At Femern A/S, we maintain an informal tone and an open, international atmosphere.

About us

Femern A/S is responsible for the planning, construction, and operation of the 18 km immersed tunnel between Germany and Denmark, which will be the longest immersed tunnel in the world. Both marine works and landside works on Fehmarn and Lolland are already in full swing. We are therefore seeking additional skilled colleagues for one of Europe's largest infrastructure projects. We have offices at the Group's headquarters in Copenhagen and in Rødbyhavn (Denmark), and in Burg auf Fehmarn and Hamburg (Germany). Further information about Femern A/S and the Fehmarnbelt Tunnel can be found at www.femern.de.

Salary and employment

Sund & Bælt (Femern A/S) offers an attractive, performance-based compensation package. Depending on your base location, you will receive either a German or a Danish employment contract.

How to apply

If we have sparked your interest, please upload your application documents (cover letter, CV, degree certificates) by 29 January 2026.

Questions about the position?

Adrian Schaefer-Rolffs Head of Permits and Environment Germany asr@femern.de +49 152 2852 11 02