

Job Description

Director – Chapter Member [NA&O, ME, EAS&N]

Role Description (purpose):

Senior role in Carnival Corporate Shipbuilding, as a recognised subject matter expert within the corporation and Chapter Member. As a Chapter member, plays a vital role within a dynamic and agile team, contributing to technical excellence, sharing specialized knowledge, and actively collaborating with fellow team members to foster innovation and achieve excellence.

Lead representative for the [NA&O-ME-EAS&N] disciplines in interactions with key stakeholders (Operating Lines, Corporate entities, consultants, and external bodies, etc.) and other CCS departments. The Director - Chapter member significantly influences the technical excellence and delivery effectiveness of the teams or functions by providing expertise, mentorship in shipbuilding, design and innovation activities.

Promotes interdisciplinary interaction within and between Chapters, fostering collaboration among various disciplines, championing continuous improvements in the newbuild process, sharing knowledge, driving innovation and excellence, and spearheading the strategy for continuous people development and equal opportunity in the workplace.

RUI: (if updating existing JD)		Grade:	CCS05	DBS check required Y/N:	N
Directorate: (Operating Company where Applicable)	Carnival Corporate Shipbuilding	Reports to:	Chapter Lead		
Function:	Shipbuilding Resource Group	Team:	[NA&O-ME-EAS&N]		
Direct reports:	None				

Accountabilities

As a lead contributor to projects for Carnival Corporate Shipbuilding, responsibilities may encompass key deliverables across various stages of the new ship acquisition process for any Carnival brand, as well as specific projects defined by the CCS Executive Leadership Team (ELT). These accountabilities include, but are not restricted to:

- Lead contributor to the design and development of new vessels within the disciplines, participating in the planning and execution of shipbuilding projects whilst ensuring overall accountability for a standard design approach across all projects.
- Oversee and approve complex technical plans, documents, and drawings related to ship design and construction across multiple categories within the discipline.
- Conduct technical reviews and analysis to identify areas for optimization.
- Contribute to the development and approval of technical documentation and reports.
- Contribute to architectural decisions and technical roadmaps
- Advocate for Quality Assurance within the disciplines and manage the knowledge base for the area of expertise.
- Support discussions and negotiations with Builders and Suppliers for the disciplines.
- Assist in the preparation of specifications and consultancy contracts within the disciplines.
- Contribute to the redaction and revision of Corporate Standards, representing Carnival in International Technical and Regulatory Committees and other industry forums specific to the disciplines.
- Influence the development of new regulations and technologies related to the disciplines by participating in industry meetings with regulators, suppliers, and operators.
- Support the technical review, selection, and approval of Makers/Suppliers related to the disciplines.
- Actively participate in department projects, applying technical skills to achieve project objectives and collaborating with cross-functional teams to ensure successful completion of project milestones.
- Stay updated on industry trends and best practices in shipbuilding and design.

- Share expertise and knowledge with other chapter members to foster a culture of continuous learning and improvement through knowledge-sharing sessions, workshops, and training programs within the chapter and department.
- Collaborate with other chapter members and leaders to align with functional goals, fostering effective communication and teamwork.
- Provide thought leadership to assist the Chapter Lead in developing the Chapter Technology Plan

Health, Environment, Safety, Security (HESS) Responsibilities

- Lead by example by taking care of the health and safety of you and others
- Report all accidents, 'near miss' incidents and work-related ill health conditions to your manager/supervisor/team leader
- Follow safety rules and procedures
- Use work equipment, personal protective equipment, substances, and safety devices correctly
- Take part in safety training & risk assessments and suggest ways of reducing risks
- Appoint shore side risk assessment Subject Matter Experts as required to review and approve risk assessments
- Actively promote safe working within your team and encourage safe behaviours
- Demonstrate safety leadership in accordance with our safety leadership behaviours

General Responsibilities

- Promote and advocate for agile principles and methodologies within the organization. Encourage adaptability, flexibility, and responsiveness in project execution.
- Foster a culture of accountability, transparency, and continuous learning within the team and across the organization. Encourage knowledge-sharing sessions, workshops, and training programs.
- Adheres to Corporate Policies and Procedures, including Code of Conduct, Audit Procedures and any control related responsibility for financial data entered, stored, or reported via business systems within employee's control (list not exhaustive).
- To undertake any additional duties as required.

Scope:

The Director - Chapter member role encompasses technical leadership, mentorship, collaboration, and innovation within the context of shipbuilding and design activities in a multi-discipline agile environment. The scope extends beyond individual projects to influence the overall technical direction of shipbuilding and collaborate with other Chapters and Teams to align efforts.

Problem solving:

- Responsible to identify, innovate and implement the safest, sound, and efficient solutions within the discipline chapters ensuring a consistent technical approach throughout the newbuilds process.
- Resolve escalated technical issues in relation to disciplines and their interaction with wider technical disciplines with decisiveness and efficiency.
- Identify and assess risks and swiftly propose mitigation strategies for present and future projects.

Impact (what impact will the role holder have on the team/ department/ function/ stakeholders):

- Technical point of reference within the Corporation in relation to new build assets for the disciplines.
- Applying knowledge and expertise that directly impacts project outcomes, elevating standards of performance and pushing boundaries of innovation.
- Lead by example, mentorship, and active knowledge sharing to enhance the collective capabilities of the entire team.
- Promotes best practise in the disciplines, and to the wider corporation, driving excellence and efficiency.

Leadership (what level of management is required, ie multiple teams, or small teams):

While the Director - Chapter Member may not necessarily have direct managerial responsibilities over specific teams or individuals, their influence and leadership impact are felt across multiple teams.

- Lead by example, embodying agile principles and demonstrating technical prowess to inspire and motivate teams.
- Set uncompromising standards for quality and craftsmanship, instilling a culture of excellence within the organization.
- Facilitate knowledge sharing sessions and workshops to foster continuous learning and development.
- Collaborate with the Chapter Lead to identify skill gaps and proactively recommend training or learning opportunities to enhance team capabilities.

Demonstrable Behaviours (what needs to be demonstrated in 'how' to be successful in the role):

- **Communication:** Clear and effective communication with team members, stakeholders, and senior management.
- **Collaboration:** Promoting collaboration and teamwork across different disciplines and departments.
- **Adaptability:** Flexibility and adaptability to navigate uncertainty and changing project requirements.
- **Decision-making:** Sound judgment and decisiveness in making critical decisions under pressure.
- **Conflict Resolution:** Ability to resolve conflicts and address issues in a constructive and timely manner.
- **Innovation:** Encouraging innovation and creative thinking to drive continuous improvement.
- **Resilience:** Resilience and perseverance to overcome challenges and setbacks in the pursuit of goals.
- **Ethical Conduct:** Upholding high ethical standards and integrity in all interactions and decisions.
- **Empathy:** Understand team dynamics and individual needs.
- **Strategic Thinking:** Align tactical efforts with long-term goals.
- **Influence:** Persuade stakeholders and drive consensus.
- **Professional Development:** Take ownership of your professional development, seeking opportunities for training and skill enhancement.
- **Negotiator:** Ability to influence others, particularly in technical and commercial arguments and utilising negotiation skills as necessary.
- **Flexibility:** Willingness to travel and work additional hours as needed.

Culture Essentials- Corporate Shipbuilding Behavioural Expectations	
 Speak Up	<ul style="list-style-type: none"> • Set a direction for Corporate Shipbuilding • Challenge yourself and others • Be prepared to have challenging conversations
 Respect & Protect	<ul style="list-style-type: none"> • Our Environment • Ourselves and each other • Our Stakeholders
 Improve	<ul style="list-style-type: none"> • Communication and listening • Teamwork and Collaboration • Continuous improvement • Diversity and Inclusion
 Communicate	<ul style="list-style-type: none"> • In a timely, honest and transparent way • Build bridges between teams and stakeholders • Make the time to engage with your colleagues
 Listen & Learn	<ul style="list-style-type: none"> • Listen to Understand • Lead by Example • Sharing & Learning
 Empower	<ul style="list-style-type: none"> • Trust your colleagues • Support colleagues • Recognise it is ok to make mistakes, it is how we learn

Knowledge, Experience and Qualifications required:

Qualifications – essential:

- Degree in relevant engineering discipline (e.g., naval architecture, mechanical engineering).
- Chartered Engineer

Knowledge/ Experience – essential:

- Experience of promoting and working in collaboration with both technical teams and other non-technical disciplines.
- Substantial experience of working in environments such as ship building, classification societies, ship operators, technical suppliers, or engineering firm in a managerial position were regarded as the lead technical expert within a relevant discipline relating specifically to cruise ships.

Qualifications – desirable:

- MSc, MEng or MBA desirable
- Project management recognized accreditation (e.g. Agile, PRinCE2, PMP)

Knowledge/ Experience – desirable:

- Marine operational experience working on a cruise vessel
- Demonstrable experience of successfully operating in a matrixed organisation
- Previous mentorship or leadership roles within technical teams

- Demonstrable experience of successfully delivering large, complex and high value projects within the disciplines.
- Detailed and thorough knowledge of [NA&O-ME-ELEC-PROJECT & BUILD] and their application to cruise ship design and construction.

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REWARD ONLY	Grade:	RUI:	Date Approved:	Initials: