

Job Description

Senior Director, Chapter [NA&O, ME, EAS&N, PROJECTS] (Chapter Lead)

Role Description (purpose):

Lead of assigned Chapter within the Shipbuilding Resource Group (SRG), who work in an agile, matrix environment to deliver projects for Carnival Corporate Shipbuilding (CCS). These projects can involve key deliverables at any stage in the new ship acquisition process for any of Carnival's brands, or be a specific project as defined by CCS Executive Leadership Team (ELT).

Responsible for strategic leadership to all members of the Chapter, whilst ensuring this is in alignment with the long-term goals of CCS. Ensure assigned Chapter has the technical resource, capabilities and processes to deliver new build and warranty demands, as well as innovations within the Chapter disciplines. Develop the Chapter strategy and talent to ensure delivery of Carnival requirements across full new build lifecycle.

Chapters within the SRG cover the full spectrum of technical capabilities required by CCS; Project and Build Management, Naval Architecture and Outfitting, Electrical and Marine Engineering

RUI: (if updating existing JD)		Grade:	CCS04	DBS check required Y/N:	N
Directorate: (Operating Company where Applicable)	Carnival Corporate Shipbuilding	Reports to:	VP Shipbuilding Resource Group		
Function:	Shipbuilding Resource Group	Team:	[NA&O, ME, EAS&N, PROJECTS]		
Direct reports:	c.20 resource up to and including Senior Director Level				

Accountabilities

- Leading, managing, and developing all talent within the Chapter, fostering collaboration, and ensuring the successful achievement of objectives.
- Provide visionary and strategic leadership for the Chapter, aligning it with the overall goals and mission of CCS and other functions in the Shipbuilding Resource Group.
- Motivate, inspire, and develop team members to deliver assigned projects.
- Engage the Chapter with Technology and Innovation leads and other recognised industry experts to understand the latest developments, consider how these may be applied to CCS approach to shipbuilding and develop talent accordingly.
- Manage group resources, to ensure optimal utilization and efficiency. Delegate tasks effectively, ensuring that each team member contributes to the overall success of the chapter and their assigned activities. Mentor talent to ensure they are capable to successfully deliver.
- Proactively identify opportunities for improvement and implement necessary changes in processes, technologies, suppliers etc.
- Compiles the Chapter Technology Plans with input from Innovation, New Project Development, Chapter members, Corporate working groups, sourcing, yards and other Chapter Leads
- Ensure effective collaboration with other Chapter Leads for the definition, ownership, continuous development and improvement of Carnival Shipbuilding Manual and Corporate standards.
- Build and lead an inclusive and cohesive team, fostering a culture of engagement, collaboration, innovation, and excellence.

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

- Champion agile principles and methodologies to promote adaptability, flexibility, and responsiveness in project execution.
- Foster a culture of accountability, transparency, and continuous learning within the team and across the organization.
- 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 ad hoc duties as required.

Scope:

The Shipbuilding Resource Group is the 'home' for talent within CCS, organised into functional Chapters. From here, individuals are allocated to any project requirement of CCS, which span all 12 steps of the Carnival Shipbuilding Manual as well as any other project as defined by CCS ELT. Talent will utilize their specific knowledge and expertise to design, build, deliver and maintain cruise ships for any one of Carnival's brands, as well as support with targeted innovation and sustainability related projects.

Problem solving:

As a Chapter Lead you'll encounter a mix of technical and people-related problems. The ability to adapt, communicate, and lead effectively will be critical to success.

- Anticipates resource-related risks within the Chapter (e.g., skills gaps, overallocation) and works to mitigate them to ensure project continuity, minimise disruptions and drive for effective project execution.
- Communicate to understand the problem and collaborate on solutions, valuing diverse inputs to foster a cooperative environment.
- Collaborates closely with fellow Chapter Leads to break down silos, and thereby enhance partnership, innovation and efficiency.
- Promotes collaboration and innovation, encourages everyone to share ideas and work together on creative solutions.
- When allocated to a project, can utilise technical knowledge to deliver against assigned goals and resolve complex issues.

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

- Driving and maintaining high standards within the Chapter, ensuring all members deliver the needs of Carnival Corporate Shipbuilding.
- Responsible for workforce planning and talent development within Chapter, ensuring they all have the technical resource, capabilities and processes to deliver new build, warranty and broader project demands.
- Align resource allocation with CCS goals, driving projects to a timely and high-quality conclusion for the benefit of the corporation and the lifecycle of our assets.
- Provide strategic advice and work in partnership with others across the business to strive for continuous improvement through best practices and setting strategic goals.
- Responsible for the promotion of best practise in the Chapter and to the wider Corporation.

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







Leadership of Chapter, with direct line management of all Chapter members, ranging from Analyst to Senior Director level. Fosters an inclusive culture and ensures that everyone feel a sense of belonging. Leads with authenticity, communicates openly, and builds trust. Embraces challenges as opportunities for growth, seeks continuous learning for self & others, keeping informed about industry trends, best practices, and emerging technologies. Encourages cross-knowledge sharing both within and between Chapters

Organises resource allocation of chapter members to projects and outlines individual goals in co-ordination with key stakeholders. Accountable for development of talent within Chapter and ensures performance insights from project teams are effectively acted upon. Responsible for coaching and mentoring of talent within Chapter to propel their capabilities and career growth.

Responsible for driving change initiatives within the Chapter, managing transitions and promoting agility.

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

- **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 own professional development, seeking opportunities for training and skill enhancement. Ensures understanding of career aspirations of Chapter members, development of their individual capabilities and broader professional development.
- **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:

Qualifications – desirable:

<ul style="list-style-type: none"> Degree in relevant specialist area 		<ul style="list-style-type: none"> MSc, MEng or MBA 	
Knowledge/ Experience – essential: <ul style="list-style-type: none"> Significant technical experience in ship building. Substantial leadership experience in people management and development, ideally within an agile/matrix environment 		Knowledge/ Experience – desirable: <ul style="list-style-type: none"> Proven experience in technical roles within the shipbuilding industry. 	
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			Initials: