

# Job Description

## Senior Director, Chapter [NA&O, ME, EAS&N]

**Role Description (purpose):**

Senior role in Carnival Corporate Shipbuilding, 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, delivering technical excellence, sharing specialized knowledge, and actively collaborating with fellow team members to foster innovation and achieve excellence.

Lead subject matter expert in respective discipline and 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 Senior Director - Chapter significantly influences the technical development, design, system and equipment selection and inspection and commissioning methodology of new ships to be delivered to the Corporation.

As a senior member of the chapter, this role bolsters the effectiveness of team delivery under the guidance of the Chapter Lead. It achieves this by offering extensive expertise and mentorship in shipbuilding, design, and innovation. 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.

<b>RUI:</b> (if updating existing JD)		<b>Grade:</b>	CCSo4	<b>DBS check required Y/N:</b>	N
<b>Directorate:</b> (Operating Company where Applicable)	Carnival Corporate Shipbuilding	<b>Reports to:</b>	Chapter Lead		
<b>Function:</b>	Shipbuilding Resource Group	<b>Team:</b>	[NA&O-ME-EAS&N]		
<b>Direct reports:</b>	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 development of future technologies and innovation projects and negotiation with suppliers and shipyards leading the development and finalisation of technical specifications and subsequently the future technical strategy of the Corporation for new ships for any Carnival brand.
- 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.
- Lead contributor 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.
- Lead contributor in 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.
- As the acknowledged technical authority within the discipline, this role contributes in mentoring chapter colleagues to elevate their technical proficiency within both the Chapter and Carnival Corporation & plc (CCS) as a whole. This involves actively sharing expertise and knowledge with fellow chapter members to cultivate a culture of continuous learning and improvement. Through knowledge-sharing sessions, workshops, and training programs, this role fosters an environment where ongoing growth and development are prioritized across the chapter and department.
- Collaborate with other chapter members and leaders to align with functional goals, fostering effective communication and teamwork.
- Provide thought leadership of the Chapter Technology Plan to assist the Chapter Lead in developing the technical strategy of the Chapter.
- Develop and maintain extensive technical networks so as to enhance the profile of CCS and of the Corporation as leader in the industry.

#### **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 Senior 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.
- Responsible for resolving escalated technical issues in relation to disciplines and their interaction with wider technical disciplines.
- Identify and assess risks and propose mitigation strategies for present and future projects.
- Ability to unlock problems and influence senior stakeholders in defining the technical strategy of new ships for the Corporation by applying sound technical expertise.

#### **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, quality, and innovation.
- Role model, mentorship and knowledge sharing to elevate the capabilities of the entire team.
- Promotes best practise in the disciplines, and to the wider corporation.
- Industry recognised expert in their technical field







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

While the Senior 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 within CCS, the Corporation, and the industry in general.

- Leading by example, demonstrating agile principles and technical acumen.
- Setting high standards for quality and craftsmanship.
- Facilitating knowledge sharing sessions and workshops.
- Assist the Chapter Lead in identifying skill gaps and recommend training or learning opportunities.

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

**Knowledge, Experience and Qualifications required:**

**Qualifications – essential:**

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

**Qualifications – desirable:**

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

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

**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

**Issue Date:**

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**Issued by  
(name):**

Martin Vos

**REWARD ONLY****Grade:****RUI:****Date Approved:****Initials:**