

Job Description

Senior Director, Chapter (New Project Development Lead)

Role Description (purpose):

Senior role in Carnival Corporate Shipbuilding with overall accountability for the successful completion to quality, time, budget of the development of new shipbuilding projects, matching Corporation financial and sustainability goals.

Lead representative for New Project Development (NPD) from prospect identification to shipbuilding contract signing, collaborating with key industry and corporation stakeholders (Operating Lines, Shipyards, Corporate entities, consultants and external bodies, etc.) as well as other Corporate Shipbuilding stakeholders. Defining and shaping the strategy for the NPD activities, identifying improvements to service delivery, optimising processes and ensuring the integration of technological and product innovations.

As the lead of multi-discipline matrix project teams, demonstrates a blend of technical expertise and agile methodologies to provide direction and ensure smooth operations, high-quality deliverables, adherence to project timelines and budgets aligned with the overall organisational goals. Demonstrates exemplary leadership qualities, including vision, integrity, empathy, and decisiveness, inspiring trust, and confidence among team members, instil a sense of purpose and direction, and foster a culture of accountability and continuous improvement, providing guidance, support, and mentorship to team members, empowering them to excel in their roles and contribute to the overall success of the organization.

Collaborating with other Corporate Shipbuilding key stakeholders, championing continuous improvements into the new build process and development of new projects for the Corporation, and driving the strategy that will take the function and subsequently Corporate Shipbuilding towards the vision of innovative and sustainable cruising.

RUI: (if updating existing JD)		Grade:	CCSo4	DBS check required Y/N:	N
Directorate: (Operating Company where Applicable)	Carnival Corporate Shipbuilding	Reports to:	Chapter Lead		
Function:	Shipbuilding Resource Group (SRG)	Team:	Projects Chapter		
Direct reports:	None but manages deliverables of assigned resources including directors, managers and analysts				

Accountabilities

- Strategic role in developing, maintaining and sharing Corporation, Shipyard and Competition intelligence in key areas of shipbuilding slots opportunities, assets key metrics and ship price breakdowns. Analyse competitor new build programs and yard schedules to identify newbuild opportunities for the Corporation.
- Lead collaboration with brands to understand their future ship requirements, engaging with industry experts to integrate guest and operational needs into multi-brand platforms, whilst preserving brand identities.
- Engage with other recognised industry key experts to understand the latest developments in shipyard capabilities.
- Leads the ship contracting process from concept design through to ship contract placement for the Corporation, covering outline, tender & clarification, handshake (MOA) and contracting stages. Ensure alignment with Corporation business and sustainability goals, fostering ship evolution and future product development.
- Accountable for the initial concept design and development phases for new vessels to be contracted for the Corporation, managing the new ship concept definition and new contract development processes, coordinating all stakeholders to finalise new contract ship specifications and appendices.
- Transition the execution of the newbuild project from the NPD phase to the Project Manager during the basic design phase.
- Coordination to ensure advancements in technologies are incorporated in our NPD projects, in cooperation with other stakeholders.
- Be aware of the current and changing operational practices in the Carnival Group and receive and act on feedback on the performance of vessels in service, driving continuous improvement in future platforms.

- Influence the development of new regulations by attending industry meetings with regulators, suppliers and operators as required.
- Representing Carnival in International Regulatory Committees, and other industry forums specifically related to NPD as required.
- Responsible for quality assurance and management of knowledge base for the area of expertise alongside other Chapter Directors, specifically delivering assigned projects in line with Corporate Shipbuilding Manual, as well as supporting with continuous improvements.
- Determine the resource requirements for NPD activities and collaborates with the SRG and the Brands to ensure delivery.
- Working alongside other Chapter members to help define and deliver the strategy for the Projects Chapter, identifying collective improvements to service delivery, optimising processes, and resource planning, and implementing this into the NPD process in line with the Corporate Shipbuilding Manual. Facilitate the professional development of the people assigned to the NPD activities.

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:

Working in a matrix environment, the New Project & Innovation (NP&I) function is accountable for managing the cruise new projects and innovation development for all brands within Carnival Corporation. These activities are operated with resources allocated to NPD activities from each chapter of the SRG. NPD is an integral role in the NP&I function, driving all new project activity from initial concept through to newbuild contract placement with a shipyard.

Problem solving:

- Responsible to identify, innovate and implement safe, sound and efficient solutions within the area of NPD, ensuring a consistent approach throughout the newbuilds of the Group and driving the development of the future designs of the Corporation.
- Drives the strategy that will take NP&I and subsequently Corporate Shipbuilding towards the vision of innovative and sustainable cruising.
- Responsible for resolving escalated issues in relation to NPD activities and their interaction with wider internal and external stakeholders.

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







- Acts as the NPD point of reference within the Corporation in relation to prospective newbuilds
- Promotion of best practise in NPD within Corporate Shipbuilding and to the wider corporation
- Clear on developments within Cruise vessel platforms, and how these will inform wider corporate considerations. Drives the use of design and operational analytics and uses this to inform future decisions on new builds.
- Defines how NP&I participates in external/wider corporate activities especially in areas of product development.
- Provide clear direction to ensure that NP&I needs, lessons learnt & concerns are incorporated, documented & reflected into future projects and corporate processes.

Leadership (what level of management is required, i.e. multiple teams, or small teams):

- Defines the resource requirements for NPD and engages with the SRG on their fulfilment. Monitor resource requirements and escalate needed changes, based on planning, events and project progress.
- Leads cross functional project team, accountable for all project deliverables. As a lead, the actions and decisions have a significant impact on the performance and morale of the project team. Effective leadership will inspire and empower team members, leading to increased productivity, collaboration, development, and job satisfaction.
- Monitors the performance of allocated resources and provides Chapter Leads with feedback to support with appraisals in accordance with the Company's procedures.
- Facilitate the professional development of the people assigned to NPD activities.
- Support the Chapter Lead in any recruitment, training, as required.

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

- **Communication:** Clear and effective communication with chapter members, stakeholders, and senior management.
- **Collaboration:** Promoting collaboration and teamwork across different chapters and functions.
- **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:

Qualifications – desirable:

- Degree in specialist area
- Chartered Engineer

Knowledge/ Experience – essential:

- Experience in development of concept design of cruise vessels balancing commercial, technical and operational performance with brand demands for guest experience.
- Detailed and thorough knowledge of Naval Architecture and/or Marine Engineering and their application to cruise ship design and construction.
- Substantial experience of leading a cross-functional team.
- 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
- Demonstrable experience of successfully delivering large, complex and high value projects

- MSc, MEng or MBA

Knowledge/ Experience – desirable:

- New Product development/cruise vessel design process
- High value contracting
- Demonstrable experience of successful operation in matrixed organisation

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