

# Job Description

## Senior Director, Chapter [Projects] (Technologies & Innovation Lead)

**Role Description (purpose):**

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

Lead representative for complex innovation projects, driving collaboration with key industry and corporation stakeholders (Vendors, Operating Lines, Shipyards, Corporate entities, External bodies, etc.) as well as other Corporate Shipbuilding stakeholders. Defining and shaping the strategy for technology upgrades and innovation, all along the Technical Readiness Level (TRL) development chain, from concept, proven concept and further integration on Corporation fleet or newbuild project.

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 technologies upgrades and innovation processes for the Corporation, and driving the strategy that will take the function and subsequently Corporate Shipbuilding towards the vision of innovative and sustainable cruising.

|   |  |                    |              |                                |   |
|---|--|--------------------|--------------|--------------------------------|---|
| <b>RUI:</b><br>(if updating existing JD)                    |  | <b>Grade:</b>      | CCS04        | <b>DBS check required Y/N:</b> | N |
| <b>Directorate:</b><br>(Operating Company where Applicable) | Carnival Corporate Shipbuilding  | <b>Reports to:</b> | Chapter Lead |                                |   |
| <b>Function:</b>  | Shipbuilding Resource Group (SRG)  | <b>Team:</b>       | Projects     |                                |   |
| <b>Direct reports:</b>                                      | None but manages deliverables of assigned resources including senior directors through to analysts |                    |              |                                |   |

**Accountabilities**

- Defining and shaping the strategy for the Technologies & Innovation activities, identifying improvements to service delivery, optimising processes, time to integration in New Projects and resource planning
- Driving complex technology upgrades and innovations, in collaboration with SRG Chapters, Global Sourcing, Vendors, shipyards and Competition intelligence.
- Leads complex, interdisciplinary innovation projects from planning to execution, such as the decarbonization roadmap for future new builds.
- Bring innovation projects to integration readiness in line with strategic timelines and actively liaise with the New Project Development (NPD) for their adoption. Partner with NPD to conduct feasibility studies for future designs.
- Oversee assigned resources for new project initiatives and concept design development.
- Develop and refine the innovation development process.
- Monitor regulatory changes, industry standards, and emerging technologies, coordinating new/advancing technologies for future product integration.
- Facilitate Chapter contributions to technical corporate activities (Carnival Maritime Team & Maritime Policy & Analysis Working Groups) and development of Corporate Standards.

- Strategic role in supporting the emergence of Technology Development plans from each Chapter, driving consistency, socialising across Corporate Shipbuilding, Corporate, Brand and external stakeholders, and ensuring delivery.
- Build strategic relationships with key vendors in collaboration with Global Sourcing and Chapters to ensure innovation and competitive advancement.
- 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 technologies.
- 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 Technologies and Innovation activities and collaborates with the SRG, Corporate entities and Brands to ensure resource requirements are delivered.
- 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 innovation development process in line with the Corporate Shipbuilding Manual.

#### **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 the Technologies & Innovation activities from each chapter of the SRG. Technologies & Innovation is an integral role in the NP&I function, driving all Technologies upgrades and Innovation activities from initial concept through to integration to New Project or contracted newbuilds.

#### **Problem solving:**

- Responsible to identify, innovate and implement safe, sound and efficient solutions within the area of technologies upgrades and innovation development ensuring a consistent approach throughout the various chapters and new builds 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 the Technologies upgrades & Innovation activities up to and including first successful commissioning. Engages with wider internal and external stakeholders on resolutions.
- Responsible to build best compromise among various Brands strategies to maximise benefits of Class of ships developed in platforming principle (repeated and gradually improved solutions).

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

- Acts as the Technologies upgrade and Innovation point of reference within the Corporation in relation to newbuild assets.


- Clear on developments within Cruise vessel platforms, and how these will inform wider corporate considerations. Drives the use of design and operational analytics (Neptune, MAST, etc) into technical design optimisation and uses this to inform future decisions on new builds.
- Promotion of best platforming practise in Corporate Shipbuilding and to the wider corporation
- Defines how NP&I participates in external / wider corporate activities especially in areas of technology development.
- Provide clear direction to ensure that NP&I needs, lessons learnt & concerns are incorporated, documented & reflected into future technologies and corporate processes.

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

- Defines the resource requirements for the Technologies & Innovation 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.
- Contribute to the professional development of people assigned to the 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"> <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

- 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 specialist area
- Chartered Engineer

**Knowledge/ Experience – essential:**

- Substantial experience of technological development in Capex intensive industries in maritime environment (shipbuilding, O&G fields development, Marine Renewable Development projects) dealing with large, complex and high value assets
- 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 an influential position.
- Detailed and thorough knowledge of Naval Architecture and/or Marine Engineering and their application to cruise ship design and construction.

**Qualifications – desirable:**

- MSc, MEng or MBA

**Knowledge/ Experience – desirable:**

- Demonstrable experience of successful operation in matrixed organisation

**Issue Date:**

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**Issued by (name):**

Jean-Charles Audouin

**REWARD ONLY**

**Grade:**

**RUI:**

**Date Approved:**

**Initials:**