

# Job Description

## VP New Project and Innovation

### Role Description (purpose):

Senior Leadership role in Carnival Corporate Shipbuilding (CCS); part of the CCS Executive Leadership Team (ELT) shaping its purpose, strategy and direction together with other ELT Members.

Leads the New Project and Innovation (NP&I) function, with accountability for defining the strategy for Carnival’s new project development (NPD), as well as opportunities for innovation and sustainability in our current and future new builds. Enables the corporation to decide future cruise platforms, ship orders and investments in future technologies and sustainability.

Provide matrix leadership and direction for those responsible for evolving Carnival’s standard newbuild technical specification and innovation projects, as well as those responsible for NPD. Ensures associated workstreams are successfully delivered via matrix project teams.

Proactively balance the needs of CCS, foster collaboration and drive successful project outcomes within our matrix structure. Collaborates closely with ELT colleagues to define and drive the strategy that will take Corporate Shipbuilding, and thereby the corporation, towards the vision of innovative and sustainable cruising.

<b>RUI:</b> (if updating existing JD)		<b>Grade:</b>	CCS03	<b>DBS check required</b> Y/N:	N
<b>Directorate:</b> (Operating Company where Applicable)	Carnival Corporate Shipbuilding	<b>Reports to:</b>	SVP Corporate Shipbuilding		
<b>Function:</b>	New Project & Innovation	<b>Team:</b>			
<b>Direct reports:</b>	None, but oversees deliverables of assigned resources including directors, managers and analysts				

### Accountabilities

- Accountable for driving excellence, collaboration, and continuous improvement within our agile work environment so that we continue to effectively partner with our brands to design, build, deliver and maintain innovative and sustainable cruising.
- Forge and nurture strategic partnerships with essential stakeholders, ensuring NPD meets multi-brand expectations and Corporation strategies.
- Define and implement the global strategy for innovation and NPD, advancing stakeholder engagement and leading industry progression.
- Lead the analysis of market and competitor trends to pinpoint shipbuilding opportunities, managing key data for strategic planning and ship design.
- Oversee in partnership with vendors the inclusion of new technologies in NPD and existing newbuild projects, ensuring they align with the business and sustainability ambitions of the Corporation and brands, whilst maintaining market competitiveness.
- Accountable for driving innovation relating to newbuild activities, including support to group-wide R&D projects.
- 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.
- Propel innovation projects to readiness, advocating for their timely integration into the NPD pipeline as well as existing newbuild projects.
- Responsible for enabling the business to exploit opportunities for maintaining and developing commercial advantage in terms of newbuild sourcing costs.
- Provide top-level management of the NPD and Innovation processes, from conception to contracting, ensuring compliance with corporate standards and stakeholder requirements.
- Guide and empower the NPD and Innovation resource, in endorsing their ownership of CCS strategy and providing efficient project management.

- Coordinate with Shipbuilding Resource Group (SRG) to optimize resource development, considering development of future technologies and ensuring the right level of resource and competency within CCS to fulfil functional objectives.
- Collaborate with other functional Leads to align strategies and priorities.
- Alongside other functional Leads, establish and monitor key performance indicators (KPIs) for the organisation and hold project managers accountable for results.
- Assist with the preparation of the budget for Corporate Shipbuilding and monitor expenditure against budget.
- Maintain contact with other divisions within the Carnival Group, other shipping companies, the Classification Societies, Regulatory Bodies, Professional bodies, sub-contractors and equipment manufacturers, to continually monitor developments within the field of defined responsibility and make recommendations on changes to systems, suitable new equipment and/or operational procedures to meet any new requirements.
- Represent Carnival in International Technical Committees, and other industry forums
- Lead assigned project(s) as determined by the strategic plan for Corporate Shipbuilding

#### **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 New Project and Innovation (NP&I) function is accountable for the first 5 steps in Carnival Shipbuilding Manual (12 Steps), which ultimately ensures the development of our future cruise platforms, and the placement of ship orders. Through partnership with various shipyards, new ships are then constructed and delivered for any one of the brands of Carnival corporation. In addition, the function is also accountable for complex innovation projects covering various technologies and systems on board the vessels. These projects significantly contribute to sustainability goals for the corporation, as well as ensuring the continuous improvement of our vessels.

#### **Problem solving:**

- Responsible to innovate the newbuilds of the Group, drive the contributions of various stakeholders to design innovative and sustainable happiness at sea.
- Able to define the scope, context, and perspective of complex innovation challenges within the shipbuilding domain.
- Explores open-ended solutions, developing new perspectives, and addressing root causes when the problem is not well-defined. Engages effectively with stakeholders across the corporation on strategic decisions.
- Ability to understand the underlying engineering principles behind issues under negotiation and to demonstrate the practical application and feasibility of what is being recommended by CCS

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

- Acts as the point of reference within the Corporation in relation to NP&I.
- Promotion of best practise and industry development within Corporate Shipbuilding, and to the wider corporation
- Drives the use of Asset Management and Warranty analytics and uses this to inform future decisions on newbuilds.
- Provide clear direction to ensure that the function needs, lessons learnt & concerns are incorporated, documented & reflected onto all future generation newbuilds.







- Aligns the organization's strategic vision with the goals of both NP&I and the Shipbuilding Resource Group.

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

In our matrix organization, ensures effective workforce planning for all NP&I workstreams so that ensure appropriate resource is allocated. Responsible for overseeing deliverables of resource allocated to NP&I projects and is a key contributor to their development plans and performance reviews. Balances resource utilization to ensure project success whilst also ensuring decisions benefit CCS as a whole. Mediates disputes, fosters collaboration, role-models transparent communication and maintains a harmonious, inclusive work environment. As part of the ELT, accountable for driving change initiatives, managing transitions and promoting agility.

**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 Corporate senior management.
- **Collaboration:** Promoting collaboration and teamwork within Corporate Shipbuilding and with the broader corporation/Brands.
- **Adaptability:** Flexibility and adaptability to navigate uncertainty and changing business requirements.
- **Decision-making:** Sound judgment and decisiveness in making critical, high-impact decisions under pressure.
- **Conflict Resolution:** Role model effective conflict resolution.
- **Innovation:** Drives innovation and creative thinking to deliver continuous improvement.
- **Resilience:** Role model resilience and perseverance despite the level of challenge or setback.
- **Ethical Conduct:** Role model and upholding high ethical standards and integrity in all interactions and decisions.
- **Empathy:** Balance team dynamics and individual needs whilst fostering a culture of engagement, collaboration, innovation, and excellence.
- **Strategic Thinking:** Define organisational goals for Corporate Shipbuilding, as well as the long-term plans for the function that will take the Corporation towards the vision of innovative and sustainable cruising.
- **Influence:** Persuade stakeholders at all levels and drive consensus.
- **Professional Development:** Take ownership of your professional development, seeking opportunities for training and skill enhancement. Advocate the development of others and support with opportunities for career progression.
- **Negotiator:** Leads in technical and commercial arguments, negotiating effectively to secure advantage for the Corporation
- **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 Naval Architecture / Mechanical / Marine / Electrical Engineering
- Chartered Engineer status

**Knowledge/ Experience – essential:**

- Extensive experience of working in environments such as ship building, classification societies, ship operators, technical suppliers, or engineering firm in a top-level leadership role.
- Substantial experience of marine innovation and/or newbuild in large, complex and high value projects
- Leading others in defining strategy and driving continuous improvements in their delivery

**Qualifications – desirable:**

- Masters

**Knowledge/ Experience – desirable:**

- Involvement in the design, building, commissioning and operation of large cruise vessels
- Demonstrable experience of successful operation in matrixed organisation

**Issue Date:**

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**Issued by  
(name):**

Bo-Erik Blomqvist

**REWARD ONLY**

**Grade:**

**RUI:**

**Date Approved:**

**Initials:**