

Job Description

VP Newbuild Projects

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.

Accountable for the successful delivery of all contracted newbuild projects for the corporation, ensuring project teams are driven to complete the design, build and delivery of new ships that can be for any of Carnival's brands. Chairman of each Project Board, and recognised leader of all contracted newbuild projects across the Corporation. Provides matrix leadership and direction for the Project Managers of Carnival's new cruise orders, driving them to ensure project KPIs are met and/or exceeded through delivery from matrix project teams.

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. Proactively balance the needs of CCS, foster collaboration and drive successful project outcomes within our matrix structure.

RUI: (if updating existing JD)		Grade:	CCS03	DBS check required Y/N:	N
Directorate: (Operating Company where Applicable)	Carnival Corporate Shipbuilding	Reports to:	SVP Corporate Shipbuilding		
Function:	Newbuild Projects	Team:			
Direct reports:	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.
- Overall accountability for the success of all contracted newbuild projects for the corporation. Chairman of Project Board, determining the strategy and direction of the project, engaging with executive stakeholders from contract signing through to delivery.
- Set and initiates the Project Board, including Brand and CCS senior stakeholders.
- Approves Project Initiation Document (PID) including workforce plan with clarity on brand resources.
- Holds Project Managers to account for driving their Project Teams, to ensure ships are delivered for the Corporation that are fit for purpose, to specification, budget, and on-time.
- Manages Commercial delivery negotiations with shipyards, pursuing the best interests of the Corporation and the Brand taking delivery of the ship.
- Approves change orders prior to brand executive and corporate submission.
- Chairman of Corporate Shipbuilding Portfolio meeting.
- Provide top-level management of the Project Management processes, from contract signing to delivery, ensuring compliance with corporate standards and stakeholder requirements.
- Identify and drive continuous improvements to the Project Management processes, including overall governance and risk management.
- Establish and monitor key performance indicators (KPIs) for new build projects and hold Project Directors accountable for results.
- Coordinate with Shipbuilding Resource Group (SRG) to optimize resource development, considering future new build project requirements 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 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, to continually monitor developments within the field of defined responsibility and make recommendations on changes to operational procedures to meet any new requirements.
- 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 Newbuild Project function is accountable for the steps 6-10 in the Carnival Shipbuilding Manual (12 Steps), which ultimately ensures the delivery of our contractual new build orders through partnership with various shipyards, for any one of the brands of Carnival corporation. Through driving Project Managers and their matrix project teams, we will ensure the delivery of high quality newbuilds that are fit for purpose, to specification, budget and on time.

Problem solving:

- Partnering with brands to optimise opportunities for innovative and sustainable ships through the corporation's new build program.
- Able to define the scope, context, and perspective of complex project 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 newbuild project management.
- Promotion of best practise and industry development within Corporate Shipbuilding, and to the wider corporation
- Identify and drive continuous improvements to the project management of the new build program for the corporation, including overall governance, risk management and targeted improvement measures
- Provide clear direction to ensure that the function needs, lessons learnt & concerns are incorporated, documented & reflected onto all future newbuild projects
- Aligns the organization's strategic vision with the goals of both Newbuild Projects and the Shipbuilding Resource Group.





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

In our matrix organization, will ensure effective workforce planning for all Newbuild Project workstreams so that appropriate resource is allocated. Responsible for overseeing deliverables of resource allocated to Newbuild 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"> • 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:

- Degree in specialist area
- Recognised industrial training in project management or ship production.

Qualifications – desirable:

- Masters
- Post graduate qualification in contract management/contract law.

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 cruise ship building project management including experience of end-to-end project management.
- Demonstrable experience of successfully delivering multiple large, complex, and high value projects

Knowledge/ Experience – desirable:

- Experience in contract law
- Demonstrable experience of successful operation in matrixed organisation

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