

Job Description

VP Shipbuilding Resource Group

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 defining the strategy for our Shipbuilding Resource Group (SRG), who work in an agile, matrix environment to deliver projects for Carnival Corporate Shipbuilding. These projects can involve key deliverables at any stage in the new ship acquisition process for any of Carnival's brands, or be a specific project as defined by CCS ELT.

Provide leadership and direction for the SRG, collaborating with ELT colleagues to ensure talent needs are understood and resources are allocated in alignment with the strategic goals of CCS. This is a pivotal role in proactively balancing the resource needs of CCS, fostering collaboration and driving 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.

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:	Shipbuilding Resource Group	Team:			
Direct reports:	Chapter Leads, who in turn each have c.20 direct reports 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.
- Collaborate with other functional Leads to align strategies and priorities.
- Ownership of the development and improvement of the Corporate Shipbuilding Manual
- Alongside functional Leads, establish and monitor key performance indicators (KPIs) for the organisation and hold project managers accountable for results.
- Ensures the SRG, and the Chapter teams within it, align with both organizational and functional goals and foster a culture of innovation and growth.
- Alongside Chapter Leads and functional Leads, plan and allocate resources to project teams based on demand whilst balancing resource availability, skillsets and project needs. Seeks to optimise resource utilisation to enhance the overall performance of CCS.
- Provide strategic guidance and oversight to Chapter Leads, enabling them to simultaneously fulfil all project demands and grow our internal talent.
- Drive the performance and development of agile teams, facilitating knowledge-sharing, best practices, and cross-functional initiatives.
- Facilitate effective communication and collaboration among Chapter Leads and with other functional Leads.
- Drive continuous improvement initiatives within the Chapters.
- Collaborate closely with Chapter Leads and other functional Leads to ensure projects contribute to long-term objectives.
- Support Chapter Leads in attracting and retaining top talent.

- With the support of CCS PMO, ensure efficient and effective workforce planning to ensure the right level of resource and competency within CCS to fulfil functional objectives and future project demands.
- Assist with the preparation of the budget for Corporate Shipbuilding and monitor expenditure against budget.
- 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 Shipbuilding Resource Group is the 'home' for talent within CCS, organised into Chapters. From here, individuals are allocated to any project requirement of CCS, which span all 12 steps of the Carnival Shipbuilding Manual as well as any other project as defined by CCS ELT. Talent will utilize their specific knowledge and expertise to design, build, deliver and maintain cruise ships for any one of Carnival's brands, as well as support with targeted innovation and sustainability related projects as defined by functional Leads.

Problem solving:

- Anticipates resource-related risks across the SRG (e.g., skills gaps, overallocation) and works to mitigate them to ensure project continuity, minimise disruptions and drive for effective project execution.
- Resolves resource conflicts, prioritising critical projects and mediating any disputes between functional Leads, Chapter Leads and Project Managers.
- Optimise resource utilisation to enhance overall CCS performance.
- Proactively works to break down silos, and thereby enhance partnership, innovation, and efficiency.

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







- Driving and maintaining high standards within Shipbuilding Resource Group, ensuring alignment of all Chapters to deliver the needs of Carnival Corporate Shipbuilding.
- Overall accountability for workforce planning and talent development within Chapters, ensuring they all have the technical resource, capabilities, and processes to deliver new build, warranty and broader project demands.
- Align resource allocation with CCS goals, driving projects to a timely and high-quality conclusion for the benefit of the corporation and the lifecycle of our assets.

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

Leadership of multiple Chapters, each comprising of specialists from analyst to director level. Works closely with Chapter Leads and functional Leads to balance resource utilization to ensure project success, whilst also ensuring decisions benefit CCS as a whole. Accountable for the overall development of talent within the SRG and ensures performance insights from Project Leads are swiftly acted upon. 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:

<p>Qualifications – essential:</p> <ul style="list-style-type: none"> • Degree <p>Knowledge/ Experience – essential:</p> <ul style="list-style-type: none"> • Extensive experience in resource management, project leadership or related roles 	<p>Qualifications – desirable:</p> <ul style="list-style-type: none"> • Masters <p>Knowledge/ Experience – desirable:</p> <ul style="list-style-type: none"> • Experience across multiple divisions covering the design, building, commissioning and operation of large cruise vessels
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<ul style="list-style-type: none"> • Proven experience of managing resource in an Agile environment with high net worth, complex project deliverables • Deep understanding of the shipbuilding industry, and its unique challenges • Defining and delivering effective workforce planning • Leading others in defining strategy and driving continuous improvements in their delivery 		<ul style="list-style-type: none"> • 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. • Demonstrable experience of successful operation in matrixed organisation 	
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			Initials: