

Culture Director Job Description

Job Title	Culture Director	Role Description The Culture Director will be responsible for creating and implementing strategies and programmes that enhance CUK's corporate culture and the overall employee experience, collaborating across sister brands to continuously focus on making CUK's environment a great place to work. Their remit will cover culture, wellbeing, engagement, diversity and inclusion and the employee value proposition.	
No. in role	1		
Reports to	Talent & Culture VP		
Direct reports	Wellbeing Lead Wellbeing Managers D&I Lead EVP Lead	Key Interfaces (C&I) Talent & Culture Directors (Reward & Pensions, Learning, Talent) Wellbeing Lead & Wellbeing Managers D&I Lead EVP Lead Maritime HESS PLT FLT SMT People Directors (HRBPs) Employee Experience Advocate Insights Analyst	
Indirect reports		CUK5	
Accountabilities		Responsibilities	
<ol style="list-style-type: none"> Strategy - Define the overall CUK culture strategy and objectives, including wellbeing, engagement, diversity and inclusion and employee experience / EVP. Cultural Cohesion - Transform CUK's current cultural state to the future desired end state that is sustainable and adaptable. Budget and Funding – Define and effectively manage the annual budget requirements for Culture programmes (incl. wellbeing etc.). Collaboration – Work effectively across sister brands to deliver a cohesive employee experience, sharing insights and experience. In addition, coordinate an integrated view of the overall Learning strategy and requirements across Shore, Maritime, P&O and Cunard acting as the Culture specialist contact point for the FLT / SMT – 'double hat' and work in a matrix across the business and within the Talent & Culture team. Team management – provide ongoing performance management and development opportunities and support to the Culture team. 		<p>Culture</p> <ul style="list-style-type: none"> Define the overall CUK culture strategy, objectives and success measures. Champion and oversee cultural integration across the organisation, ensuring fit for purpose solutions both Shore and Fleet side (and alignment as One Carnival). Cultivate an organisational culture that promotes exceptional talent, achievement and a high performance whilst maintaining a place of work. <p>Wellbeing</p> <ul style="list-style-type: none"> Define the wellbeing strategy, objectives and success measures for CUK, working closely with the Wellbeing Lead to provide insight and ensure alignment and fit of wellbeing initiatives to the wider CUK cultural strategy. Input into the H&S policy to ensure a fit for purpose culture that promotes safety of employees. Strategically input into Healthcare strategies/benefits plan as a means of creating a culture of caring and work life balance. <p>Diversity & Inclusion</p> <ul style="list-style-type: none"> Define the D&I strategy, objectives and success measures for CUK. <p>Employee Value Proposition and Employee Engagement</p> <ul style="list-style-type: none"> Define the EVP and employee engagement strategy, objectives and success measures for CUK. Support and inspire the Employee Experience Advocate and Wellbeing Lead to create initiatives that promote the overall CUK EVP and employee engagement strategy. Measure and track EVP progress and alignment by working with the Employee Engagement Advocate to gain insights. 	

	<ul style="list-style-type: none"> Promote the EVP (culture and values) across the organisation through activities, mindset and engagement at all levels. <p>Relationship and Stakeholder Management</p> <ul style="list-style-type: none"> Build strong relationships with a matrix of senior stakeholders across the business (e.g. PLT and Talent Directors, FLT, Maritime HESS) and work collaboratively across sister brands to share insights and thought leadership. Create and coordinate the agenda content and facilitation of Senior Leadership Team meetings. Liaise with Senior Leaders and Leadership to ensure they are aligned with the overall CUK cultural values and be willing to challenge these individuals where necessary to arrive at the best outcome for CUK. <p>Continuous improvement</p> <ul style="list-style-type: none"> Measure benefit impact through cultural engagement surveys and use insights proactively to feed into continuous improvement. <p>Budget Management</p> <ul style="list-style-type: none"> Manage budgets and forecast current and future costs for all Culture programmes for both Shore and Fleet. <p>Innovation</p> <ul style="list-style-type: none"> Stay abreast of the latest developments, best practices and trends in Culture, Wellbeing, D&I etc. to bring leading insight and expertise to CUK. Attend relevant training courses, workshops, meetings and seminars as required. <p>Team management</p> <ul style="list-style-type: none"> Provide leadership and coaching to the Culture team. Create strategies to improve the productivity and efficiency of staff. Understand and effectively manage anticipated demand and capacity within their team.
<p>KPIs:</p>	<p>Scope and skills/competencies required:</p>
	<p>Knowledge: Understands Organisational Dynamics</p> <p>Credibility: Influencer/Persuader Executes professional judgement Impactful</p> <p>Alignment: Strategic Development Business acumen Commercial Awareness</p> <p>Performance: Drives Results Delivers Quality & Strives for Continuous Improvement Manage Risk Provide Insights</p> <p>Relationships: Stakeholder Management Employee Champion Coach/Developer</p> <p>Innovation: Innovative Change Agent</p>