

Job Description

Job Title :	Head of Marine Security (ISPS Company Security Officer)
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Department :	Marine & Safety, Maritime Department, Carnival UK
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Reporting to (Job Title) :	
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No of Direct Reports :	2
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Titles of Direct Reports:	Deputy Head of Marine Security (Deputy ISPS CSO), Passenger Registrar and Marine Security Administration Assistant
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Size of Department:	N/A
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Budget Responsibility (direct) :	
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Revenue Responsibility (direct) :	£0
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Date of issue:	
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Issued by:	
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Overall Purpose of Role:	
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- Responsible for ensuring that the Company's security policies, procedures and resources comply with Flag & Host State regulatory requirements and adoptive voluntary codes or practices.
- Acts as the principal shore contact for ship's Captains and Executive Committee members in connection with operational security matters.
- Evaluates and monitors current and emergent global threats to CUK passengers and vessel operations. Formulates and presents guidance to the Company's Executive management and ABG Director of Corporate Security.
- Develop and implement policies to mitigate the emerging terrorist threat, both land and sea based, to CUK passengers, ships company and shipping.
- Develop and implement policies to mitigate piracy threats.
- Functional responsibility for access control policies and operations.

- Designated Company Security Officer for Carnival UK
 - To project manage the introduction of new technologies and procedures which will be used to mitigate security threats to the CUK Fleet.
 - On behalf of Carnival UK, to discharge all responsibilities and duties as detailed in the International Ship and Port Security Code, Part A, section 11.2.
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Main Activities and Responsibilities:

Strategic Leadership

- Responsible for planning and implementing the CUK HESS annual security plan

People Management / Coaching / Development / Resourcing

- Key member of the selection panel for Security Officers
- Discusses Ship Security Team performance issues with relevant Deputy Captains and assists with corrective action through HR
- Ensures that appropriate security training regimes are in place to ensure compliance with Corporate and Flag State requirements

Budget Management / Financial Responsibilities / Revenue / Sales / Cost Management / Cost Control

- Accountable for the Security Overhead and Technical purchasing budgets
- Coordinates future Security Capital projects
- Acts as the principle point of contact for global security contracts
- Develop and propose effective solutions at most economical cost

Customer Responsibilities (Internal & External Customers)

- Responsible for assessing the cost and customer service impact of new requirements

Technical (including systems) and/or Professional Responsibilities

- Expected to display a positive approach to environmental issues in so far as they affect the company's activities, and should be proactive in seeking continual improvement of environmental performance

Administration Responsibilities

- Responsible for authorising technical and overhead expenditure
- Notifying Flag, Corporate Security and relevant law enforcement authorities of reportable serious crime
- Conducts ongoing review of existing procedures and practices to ensure that the Company fulfils its statutory obligations
- Approving rotation plan

Other Responsibilities

- Conducts ongoing review of existing procedures and practices to ensure that the Company fulfils its statutory obligations
- Recommends modification to established policies as necessary to maintain compliance
- Develops and modifies existing procedures to comply with emergent and local requirements
- Responsible for producing a well-developed infrastructure risk model that can be deployed as a proactive framework for risk mitigation

General Responsibilities

- 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)

HESS Responsibilities

- Lead by example by taking care of the health and safety of yourself 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 Expert's as required to review and approve ship risk assessments
- Actively promote safe working within your team and encourage safe behaviours

- Demonstrate safety leadership in accordance with our safety behaviours/culture

Special Requirements (Equipment Used, External Contacts etc)

Acts as the principal link to:

- Ships staff at all ranks
 - Flag State and host state security organisations
 - Port Agents & local officials
 - Company staff at all levels
 - Worldwide law enforcement
 - ABP Port Security
 - Security contractors
 - Ministry of Defence
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Other Features of Job (travel, hours of work, working conditions etc):

- Regular attendance to ships in Southampton and occasionally abroad
 - Representing Carnival UK at the Cruise Line Industry Association security working group
 - Representing Carnival UK at the Security Defence Advisory Committee working group
 - Out of hours on call
 - Required to carry company mobile and Laptop
 - Provides consultation and advice to the ERO in connection with vessel and passenger security issues arising from an emergency situation
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Location:

- Primarily office based in Southampton

Person Specification

Job Title: Head of Security

Department : Marine & Safety, Operations Department, Carnival UK

Education, Qualifications and Training

Essential:

- Degree in relevant discipline or equivalent experience

Desirable:

- Management and investigation of serious crime
- Safeguarding children Qualification
- Counter Terrorism Training
- Risk Assessment

Experience

Essential:

- Previous employment history at Lieutenant Commander Level, Major RM or Detective Inspector
- Previous Experience in Counter Terrorism
- Security management at a Strategic/Senior level

Desirable:

- Managing child safeguarding issues
 - Maritime Security Management
 - Investigating and managing serious crime
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Work Based Competencies

Competencies that refer to the specific work related skills required for successful performance in the role. (e.g. technological competence, written ability, numerical ability, relevant legislative or procedural understanding, analytical ability, organisational ability and project management etc.

Essential:

- Microsoft Word, Microsoft Excel
- Powerpoint
- Cruise Vessel Security & safety Act
- International Ship and Port Security Code

Desirable:

- E-mail – Lotus Notes
- Microsoft Access
- PRINCE

Behavioural Competencies

Competencies that refer to the personal characteristics and behaviour required for successful performance.

Please ensure that this is linked to the generic competency framework. For example Commercial Acumen, Communication, Customer Focus, Influence, Motivation and Commitment, New ideas/Continuous improvement, Problem Solving and Decision Making, Team Work. Each level of competency required should be described specific to the level of the role.

Essential:

- Passionate about customer service, operational quality, product innovation and value management
- Creates a dynamic winning atmosphere by using a combination of supportive and challenging behaviour