

Job Description

Job Title : Principal Manager – Outfitting

Department : CCS

Reporting to (Job Title) : Vice President - Technical

No of Direct Reports : 5

Titles of Direct Reports: - Senior Outfitting Engineer
- Outfitting Engineer

Size of Department:

Budget Responsibility (direct) : £

Revenue Responsibility (direct) : £

Date of issue: November 2018

Issued by (name): CCS

Overall Purpose of Role:

To successfully lead, manage and support the team of Senior Outfitting and Outfitting Engineers, being accountable for the workflow and the main point of contact for escalation of all technical items within Outfitting department.

To be the lead representative for the specialist areas and/or assigned projects, in interactions with key stakeholders.

To be accountable for the performance and results of all sub disciplines.

To provide and apply expertise and resources in the specification, overall design, detailing, cost analysis and outfitting of all passenger and crew accommodation, public rooms, catering, deck coverings and other service spaces, ensuring they are in accordance with the design objectives and intended services of the vessels.



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Main Activities and Responsibilities

- Managerial role within Carnival Corporate Shipbuilding leading the outfitting team; part of the Technical Management Team.
- Supporting Senior Outfitting Engineers and Outfitting Engineers in their sub disciplines.
- To set expectations, share best practice and manage and develop the Outfitting team to maximise their performance.
- Working closely with all stakeholders to achieve the desired design objectives within the agreed budgets and schedules. This includes maintaining contact and liaising with the relevant departments of the Carnival Group operating companies as applicable.
- To work in liaison with other members of the CCS Team and Senior Leaders from Carnival operating groups to ensure that the work is carried out in an efficient and co-ordinated manner.
- Responsible to identify innovation within the industry and implement the safest optimum solutions for Carnival ships, ensuring a consistent technical approach.
- Responsible for overseeing the outfitting team plan approval process, ensuring plan approval is completed to a high standard and to timescales.
- To participate in the design development of all passenger and crew accommodation, public rooms and service spaces and evaluation of material and equipment specifications and constructional details to ensure that all statutory and Company safety, quality and operational standards and requirements are observed throughout.
- Accountable for the public area mock up process and provide support to the Senior Outfitting Engineers and Outfitting Engineers as needed.
- Accountable for public area and cabin value engineering process, supporting both Outfitting team and Project Management team as needed
- Responsible to establish and maintain a database of outfitting area reference standards and material reference library.
- Responsible for specifications and contracts within Outfitting.
- To work closely with the CCS Site Offices to ensure that the work in the shipyards follows the approved drawings and specifications and complies with acceptable marine standards.
- Identify risk mitigation measures aimed at safeguarding the value of Outfitting related systems and negotiate their inclusion in the Contractual Technical Specification before the contract is signed.
- To monitor the progress of construction or conversion and, from an expert assessment, inform the Vice President Technical, of any delays, real or potential or other deviations from the schedule.
- To lead in the evaluation of cost claims by shipyards where relevant to these areas of technical competence.
- To develop and agree with the shipyards and the Building and/or Commissioning Managers procedures and schedules for the inspection of all outfitted areas and the testing of any installed equipment, and subsequent protection against damage or misuse.
- To develop, produce and continuously update a number of specifications, general arrangements and other documentation describing new vessel designs.



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- To produce regular management reports highlighting significant issues related to the work of the outfitting section.
- To keep apprised of current and changing hotel operational practices in the Carnival Group and receive and act on feedback on the performance of vessels in service.

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 Vice President Technical.
- 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.
- Act safely in accordance with CUK safety behaviours.
- Assist CUK and any other operating line in the Carnival group with provision of Subject Matter Expert's to review ship risk assessments when requested.
- Actively promote safe working within your team and encourage safe behaviours.
- Demonstrate safety leadership in accordance with CUK safety behaviours.

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 employees control (list not exhaustive).
- To undertake ad hoc duties as required by the Vice President Technical.

Special Requirements (Equipment Used, External Contacts etc):

- Architects, designers and other specialist consultants employed by Carnival Group companies.

Other Features of Job (travel, hours of work, working conditions etc):

- Able to work and travel abroad outside working hours, according to CCS practise.

Location: Southampton Offices

Person Specification

Job Title: Principal Manager – Outfitting

Department : CCS

Education, Qualifications and Training

Essential

- 2:1 or above in specialist area with MSc, MENG or MBA or significant technical expertise in relevant area.

Desirable

- Education in Architecture/Interior Design.
 - Chartered Engineer.
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Experience

- Substantial experience of managing and leading a team.
 - Experience of promoting and working in collaboration with both technical teams and leadership teams.
 - Substantial post graduate experience in the shipping and shipbuilding industry including -significant experience in the cruise or passengership industry.
 - Demonstrable experience of holding accountability in cruise ship Outfitting.
 - Substantial experience of independently negotiating with external parties, including ship-builders' suppliers and Classification Societies, balancing cost with technical content.
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Work Based Competencies

Essential:

- Ability to assimilate, critically examine and analyse technical and commercial information and make informed recommendations where appropriate.
- Ability to manage and lead a team.
- Ability to work with Senior Leaders.
- Ability to write cogent and precise technical reports and letters.
- Ability to negotiate specifications and contracts.
- Ability to present technical and commercial arguments effectively and influence others with regard to such issues.
- Ability to understand reasonable requirements of the operating company and actively build good relationships.
- Ability to understand the underlying naval architectural and outfitting principles behind issues under negotiation and to demonstrate the practical application and feasibility of what is being recommended by CCS.
- Sensitivity to commercial considerations.

- Ability to compile and evaluate cost data.
- Ability to prioritise work and adapt pace of work to business demands.

Desirable:

- Good level of IT skills, particularly MS Word, Excel (including use of formulas and tables), Powerpoint, Lotus Notes, Adobe Acrobat and Autocad.

Behavioural Competencies

- Willingness to work/relate to and communicate with senior managers across the organisation.
- Ability to successfully manage and lead a team.
- Possesses a holistic, project based approach to work.
- Excellent accuracy / attention to detail in all aspects of work.
- Ability to use initiative and work unsupervised.
- Ability to influence others, particularly in technical and commercial arguments.
- Good negotiation skills.
- Assertive, self-confident approach to work.
- Strong team player.
- Ability to communicate effectively with different people, different levels and different organisations.
- Flexible attitude and approach to work.
- Willingness to travel and work additional hours as needed.