

# Ship Registry Director

## Ship Registry - Department for Enterprise



The Isle of Man is looking for a highly motivated maritime professional to lead its successful international ship register. An internationally respected leader with a track record in maritime regulation or operations and in delivering strategy and innovation in a fast-moving industry.

### Background

The Isle of Man Ship Registry is one of the world's leading registers of ships and super yachts. A British register providing the very best in service to its valued clients; it is the flag of choice for owners looking for quality and partnership from a Flag Administration.

The Isle of Man ship register has built its reputation as one of the world's leading registers with a dedicated team of professionals delivering a pragmatic, client-focused service, high regulatory standards, innovation, and a portfolio of quality clients. The Ship Registry is looking for a new Director who will take this to the next level.

The Ship Registry is a division operating within the Department for Enterprise, the Government Department tasked with creating an environment, through innovation and collaboration, where the economy thrives. The Ship Registry's part in this is to provide a platform for maritime activity through the creation and operation of an internationally respected flag of choice which adds real value to its clients in a rapidly changing global maritime environment.

Reporting directly to the Department's CEO, the Director is responsible for the leadership, strategic direction, and delivery of the Ship Registry in line with strategic aims of the Department.

The Director will be responsible for setting the strategic direction for the Ship Registry to ensure it remains competitive and attractive to international clients and to ensure it is aligned with the wider objectives of the Isle of Man government to ensure its international reputation as a well-regulated, innovative and inclusive jurisdiction are upheld. Working with the local maritime cluster organisation "Isle of Man Maritime", the Director will be responsible for the promotion and marketing activities of the Register.

The Ship Registry Director is a key senior management position which offers a rare opportunity to join a high performing team and to make a valuable contribution to the ongoing success of the Register. Based in the Isle of Man, the successful candidate will enjoy an exceptional quality of life and genuine work-life balance in a safe and beautiful environment offering high standards of education and healthcare. For more information visit [www.locate.im](http://www.locate.im)

## About the Isle of Man Ship Registry

[www.iomshipregistry.com](http://www.iomshipregistry.com)

Operating as an international register since 1984, the Isle of Man Ship Registry has become one of the world's leading registers of ships and super yachts. A British register with a very strong ethos of facilitating high regulatory standards whilst delivering the very best in service to its valued clients; it is the flag of choice for owners looking for quality and partnership from a Flag Administration.

Based in offices in Douglas, Isle of Man, the register is run by a team of professionals dedicated to providing the very best in service. Backed by sophisticated electronic systems, the register is able to register ships quickly and efficiently to suit all time zones and has on-line systems and digital certificates to smooth the processes for clients. An ISO 9001 and 14001 certified organisation, the Ship Registry operates efficiently and consistently to exceed the standards expected of a modern Flag State.

Part of the British Red Ensign Group of registers, the Isle of Man has the largest register in the group by tonnage. The Red Ensign is a long established flag which stands for safety and quality and the group shares common standards and uses its combined tonnage to influence maritime safety and pollution prevention at the IMO.

With its in-house technical expertise, the register provides advice and regulatory oversight for the ships and yachts on the register, in a pragmatic and commercially sensitive manner. This partnership working and service-culture is what attracts clients to register more of their ships in the Isle of Man. Its portfolio of clients includes many of the world's blue-chip shipping companies and owners of prestigious super yachts.

With 24/7 response and a growing network of surveyors in key locations the Ship Registry provides a swift response to allow owners and managers to keep their ships operating in a competitive global industry. Backed by a Government which strongly supports the maritime sector, the Registry is operated on a cost-neutral platform, allowing its fee structure to be extremely competitive.

*Awarded the Best Shipping Registry 2019 by World Commerce Review*

**Our Vision:** An Internationally respected quality flag of choice.

**Our Mission:** To provide a ship registry which adds real value to our clients in a rapidly changing global maritime environment.

**Working Together for the Isle of Man**



## What will you do?

- You will lead the Ship Registry, setting its strategy and direction in line with strategic aims of the Department and the regulation of ships and seafarers in line with international requirements. You will be a recognisable figurehead to represent and promote the Ship Registry and the Isle of Man to the global maritime community.
- You will be granted delegated powers from the Minister for the Department for Enterprise under which it exercises functions relating to all aspects of ship registration and regulation as it applies to the Isle of Man, in line with the MOU between the Ship Registry and the Department.
- As Chief Marine Surveyor, you will be accountable for the safety of Isle of Man registered ships, their compliance with the applicable international conventions, the safety, health and welfare of seafarers on such vessels, and the prevention of pollution from them. You will have a key role in ensuring that the position of the United Kingdom Government as signatory to the various international maritime treaties extended to the Isle of Man is safeguarded, in line with the MOU with the United Kingdom Department of Transport.
- You will have responsibility for the corporate performance of the Division, including strategy formulation, business planning, performance measurement and corporate governance.
- You will represent Isle of Man internationally and locally in relation to shipping matters. This would include dialogue with many external stakeholders including international organisations (IMO, ILO), national governments, Red Ensign Group, industry organisations, classification societies and shipping businesses.
- You will be a key contributor to the promotion of the Ship Registry to an international marketplace in the merchant shipping, offshore and super yacht sectors. Regular travel is a requirement of the post.

## What does that involve?

### Leadership and Strategic Direction

- You will have a key role in setting the strategic direction, including aims and objectives, for the Ship Registry and in leading and managing its implementation. The focus for the Ship Registry's strategic direction stems from the aims and objectives set out in the Department's Corporate Plan and in adherence to the MOU between the Department and the Ship Registry.
- You will advise the Minister for the Department for Enterprise on matters of conformity with the international maritime convention standards.
- You will advise the Chief Executive and senior management colleagues on all aspects of maritime policy development, the financial implications of the scheme of charges, plans and courses of action and the provision of advice on the development of the Ship Registry.

### Working Together for the Isle of Man

- You will provide leadership to the Ship Registry staff and contracted staff ensuring that high professional and performance standards are reflected in all delivery strategies and liaison with local stakeholders to maintain the Island's high international maritime reputation.
- You will be responsible for ensuring the Ship Registry honours its part in the Isle of Man's obligations to IMO Instruments Implementation Code (IIC Code). The Ship Registry is responsible for the Flag State and Port State elements of the Code and for working together with other Departments on compliance with the Coastal State elements.

### **Performance Management and Improvement**

The Ship Registry operates to ISO 9001:2015 Quality Management and ISO 14001:2015 Environmental Management standards with a comprehensive management review process. This is externally assessed to ensure continuous improvement in performance and systems employed.

You will have responsibility for the monitoring of and reporting on overall operational performance and effectiveness in accordance with the functions and duties of the Division, the Department's Business Plan and the MOUs with the Department and the UK DfT. This will include:

- Implementing processes to ensure the successful delivery of the Division's performance objectives and targets, and the delivery of programmes and services.
- Improving operational reporting and performance monitoring mechanisms at Departmental, Division and individual service levels.
- Further developing and enhancing the existing framework of performance standards and measures across the Division and, where appropriate, identifying and utilising benchmarks which facilitate performance comparisons with external competitors.
- Ensuring compliance with, amongst other things, the provisions of the IMO Instruments Implementation Code (IIIC).
- Taking lead responsibility to ensure cost effectiveness and efficiency in the development and delivery of the Division's services, including staffing resources.
- Continual development and innovation in respect of the Ship Registry's digital operating system (MAVIS) to ensure improvements in business efficiency and productivity.
- Ensure robust management information is available to satisfy external audit bodies and to streamline processes and provide the best customer experience.

### **Management of staff and resources**

You will be responsible for ensuring the effective management of the staff of the Ship Registry (29 posts) and have line management responsibility for 3 senior managers. Specifically, you will be responsible for:

- Ensuring effective staff development, performance management and appraisal in accordance with the policies, along with leading and managing the succession planning within the Division will also fall to the Director.

### **Working Together for the Isle of Man**

- Leading the Division's financial planning and budgetary management systems.
- Management of resources by applying value for money principles as a means of improving efficiency and effectiveness and raising the standards of service provided to clients.
- Advising managers and members of staff on matters relating to the interpretation, application of and adherence relevant legislation, and Government personnel policies and procedures
- Contributing to the regular review of your own learning and development needs and agreeing an action plan to meet such with the Chief Executive.

### **Legislation**

You will have oversight of the Registry's Legislative programmes and will ensure that the targets set out in the programme are met and that the international regulatory horizon is scanned to ensure priorities are established for international compliance. This includes:

- The ongoing development of Manx merchant shipping legislation, to ensure the relevant international conventions are enacted in national legislation and the requirements promulgated to the industry in a simple concise manner.
- Ensuring the Ship Registry complies with its part in the Isle of Man's obligations to IMO Instruments Implementation Code (IIIC). The Ship Registry is responsible for the Flag State and Port State elements of the Code and for working together with other Departments on compliance with the Coastal State elements.

### **Representation**

- You will be required to represent the Ship Registry, the Department, and the Isle of Man through effective personal conduct, communication and maintaining close working relationships and engagement with a wide range of external stakeholders including: ship owners, managers, professional advisers, representatives from other Departments of Isle of Man Government and from other jurisdictions, trade unions, pressure groups, the Chamber of Shipping and the media.
- Internationally, the Director represents the Isle of Man at the International Maritime Organization (IMO), International Labour Organization (ILO), the Red Ensign Group Conference and other international fora to ensure that Isle of Man policy influences the development and harmonisation global policies, codes and legislation thus contributing to maritime standards without compromising Isle of Man and/or UK standards.

### **Promotion and Marketing**

- Promotion of the Ship Registry to an international market is a key requirement of the post. You must be seen as a visible and credible 'face' of the Ship Registry, an ambassador to promote the Isle of Man and its highly successful register to new markets and clients as well as regular liaison and relationship building with existing clients.

## **Working Together for the Isle of Man**

- You will work closely with Isle of Man Maritime, to assist in promoting the Isle of Man to international shipping centres and international maritime events as a maritime centre with the Ship Registry at the heart of the offering.
- You will ensure the development and implementation of an annual marketing and promotional plan for the Register and has a key role in the monitoring and evaluation of all marketing and promotional activities. Working with the Department's marketing team, this includes the analysis the international ship registration market, the needs of existing and potential clients and developing a competitive service provision which meets those needs.
- You will need to establish a professional profile on social media aligned to the reputation of the Isle of Man and its Ship Registry and provide insight and thought leadership comment as appropriate.

### **Corporate Contribution**

- You will represent the Department in a wide range of settings, fora, committees, working groups and international maritime events. It is expected that you will be a committed ambassador of the Department and the work that it seeks to achieve.
- You will have a role in contributing to the development of the broader maritime policy and strategic framework for Isle of Man Government. This includes providing information and advice to, and where required, participating in relevant committees and officer level working groups as directed by the Chief Executive and, when requested, review and comment on policy options and proposals across a wide range of matters.
- You will ensure that the Memorandum of Understanding between the Ship Registry and The Department is regularly reviewed and its conditions are met.

### **Other Duties**

- You may be called upon to use their maritime experience in order to advise the Department on future funding or other support strategies.
- There will be a requirement for you to contribute to Department meetings. You will also have in-depth involvement in the ongoing development of the Department's maritime policies and the attendant business cases.

## What do you need to be successful in this role?

	Essential or Desirable	Method of Assessment
<b>Credibility</b>		
Maritime professional with: seagoing qualifications, relevant degree, or relevant professional qualifications.	<b>E</b>	CV/ Pre-employment check
Experience in a strategic senior management role	<b>E</b>	CV/Interview
Significant experience in a shore-based maritime organisation in a Flag; Class; or Operational capacity	<b>E</b>	CV/Interview
Experience of management and control of significant budgets	<b>E</b>	CV/Interview
Proven track record of policy making, objective setting, performance measurement and the management of change to improve performance and streamline processes.	<b>E</b>	CV/Interview
Proven track record in delivering appropriate growth and/or increasing market share for an organisation	<b>E</b>	CV/Interview
Experience of working with maritime conventions and regulations	<b>D</b>	CV/Interview
Has open conversations	<b>E</b>	Interview
Addresses the issues	<b>E</b>	Interview
Builds supportive relationships	<b>E</b>	Interview
Is professional and credible	<b>E</b>	Interview
<b>Capability</b>		
Ability to demonstrate a high level of knowledge of the work of a Maritime Administration and its part in the international maritime regulatory	<b>E</b>	CV/Interview
Proven track record in effective and persuasive consultation with the maritime industry, government departments and other maritime authorities.	<b>E</b>	CV/Interview
Knowledge and understanding of commercial issues related to maritime regulation	<b>E</b>	CV/Interview
Demonstrable success in leading and motivating people to achieve and exceed strategic objectives	<b>E</b>	CV/Interview
Considerable interpersonal and presentational skills, the ability to communicate effectively at all levels (both orally and in writing), and strong negotiation and persuasion skills	<b>E</b>	CV/Interview
Future focused	<b>E</b>	Interview
Makes considered decisions	<b>E</b>	Interview
Encourages innovation and supports change	<b>E</b>	Interview
<b>Character</b>		
Charismatic leader able to motivate others and	<b>E</b>	Interview

show real passion for the organisation		
Confident, resilient & assertive with excellent influencing, inter-personal and communication skills and with a high level of emotional intelligence	<b>E</b>	Interview
Self-motivated, reliable and committed to achieving targets	<b>E</b>	CV/Interview
High levels of personal integrity, honesty with a fundamental commitment to fairness, transparency and sensitivity in all dealings	<b>E</b>	Interview
Entrepreneurial and innovative approach to developing new opportunities	<b>E</b>	Interview
Trusts and is trusted	<b>E</b>	Interview
Has positive energy and drive	<b>E</b>	Interview
Inspires, motivates and empowers	<b>E</b>	Interview
<b>Other requirements</b>		
Isle of Man Worker	<b>D</b>	Application/Checks
Full and valid Driving Licence	<b>D</b>	Application