



GRADUATE FLAGSHIP SCHEME

MARINE PEOPLE MANAGEMENT

It's often said, but we really believe that people are the heart of our company. In our business they have to be. We exist to provide our guests with amazing experiences to incredible destinations and it is our people who make that happen. Building bigger ships and more impressive ships is the easy part - having a committed team, who are passionate about our guests, and unlocking the potential of our people is what really makes the difference.

There is the potential for managing up to 56 nationalities on board, acting as the advisor on people issues whilst travelling the world.

The Marine People Management is our Graduate HR programme with a difference. You will be exposed to a challenging rotation pattern that covers the core elements of people management onboard one of our world famous ships. There is the potential to be managing up to 56 nationalities, acting as the advisor on people issues whilst travelling around the world, as well as achieving a thorough grounding in HR disciplines. You will emerge from the programme as a well rounded, self sufficient HR professional who can manage on an international stage across cultural divides.

HOW THE PROGRAMME WORKS

This is a two year programme of 4 rotations. In year one, you will undertake 2 rotations to give you a solid grounding in people management. You will be undertaking real life projects and tasks in the following areas*:

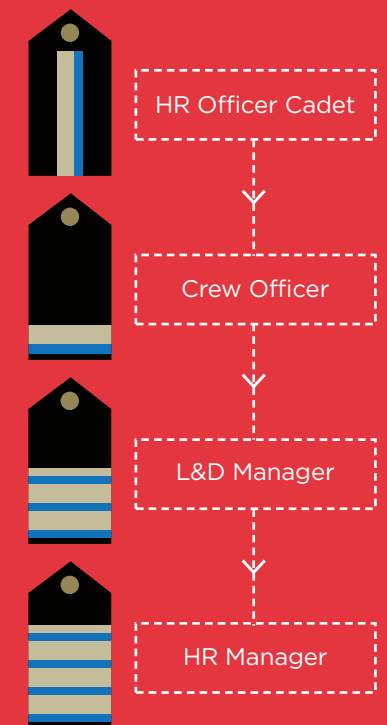
Activity	Duration (up to)	HR
Onboarding	3 weeks	Induction, Training, STCW (Personal Safety Training)
Rotation 1	4 months	Crew Services
Leave	2 months	
Carnival House	2 weeks	Leadership Development
Rotation 2	4 months	Onboard Trainer
Leave	2 months	
Carnival House	2 weeks	Leadership Development
Rotation 3	4 months	HR Manager
Leave	2 months	
Carnival House	2 weeks	Leadership Development
Rotation 4	4 months	Specialisation

*Please note that rotation patterns and plans may change from time to time, and according to operational needs.

HIGHLIGHTS

- Two year programme
- Four rotations ship based
- CIPD Level 7 (optional in year 2)
- 2.1 degree required

CAREER PATH



POSTGRADUATE DIPLOMA

In year 2 you will have the option to complete your CIPD Level 7. This will be done as distance learning.

You will complete four core units:

- **Human Resource Management in context**
- **Leading, managing and developing people**
- **Developing skills for business leadership**
- **Investigating a business issue**

And four others, which are set by the Company and typically include:

- **Employment Law**
- **Leadership and Management Development**
- **Resourcing and Talent Management**
- **Employee Relations**

It is a role like no other, with substantial responsibility and real accountability as part of the on-board Senior Management Team.



WHERE NEXT AFTER THE PROGRAMME

On completing the programme you will be appointed to a role managing our crew office or the learning and development function on board. With experience and high performance, your next role is as a HR Manager on a ship. This is a senior officer role where you will be responsible for the HR function looking after our Officers and Crew, including their engagement and wellbeing. Our ships have up to 1350 people on board, and operate themselves as multi-million pound businesses. It is a role like no other, with substantial responsibility and real accountability as part of the on-board Senior Management Team.

After HR Manager, you would typically undertake senior manager roles in shoreside HR, with upward progression to HR Director and beyond. We actively promote from within, and look to build lasting relationships with our people as part of our family.

IS THE PROGRAMME RIGHT FOR YOU?

We are looking for resilient, quick thinking, positive people with a thirst for new knowledge and who enjoy working out of a routine. The role will suit a naturally inquisitive person who has a passion for our operational business along with commercial acumen. You will need to have a minimum 2:1 degree.

You must have unrestricted rights to work and reside in the UK. As the role involves working at sea, you will need to obtain and maintain the appropriate Maritime and Coastguard Agency medical clearance. You will also be required to pass background and security checks and obtain a United States C1/D seafarer visa. The company meets any reasonable costs incurred in obtaining medicals and visas.