

Managing Director, Aberdeen base

J2 Subsea Vision and Mission

J2 Subsea is recognised as a leader in the provision of packaged ROV tooling solutions for the ROV and underwater survey markets. With our innovative technologies and expertise we provide reliable and efficient solutions. Through continued growth we expand our capabilities in the changing global subsea market in response to customer demands. We have a reputation in the underwater and ROV survey markets for providing customised solutions. J2 delivers a responsive, high quality, reliable service to our customers establishing long lasting relationships built on trust.

Overall Purpose of Role

As Managing Director, you will develop and ensure delivery of business plans of J2 Subsea whilst managing the company's exposure to risk in accordance with strategic and financial objectives and constraints. You will focus on developing new business opportunity across the globe, as well as maintaining current clients, in line with performance targets. By working with the Senior Management Team, you will continually seek ways to develop and improve the people, processes, equipment and facilities within J2 Subsea. You will also ensure managers lead, motivate and develop their teams to deliver a high quality service aligned to client expectations.

Relationships

Reports directly to the Acteon EVPO

Key relationships: Acteon Senior Team, Clients, Acteon OpCo MD's and teams, Group Analysts, Bid support team/Commercial, QHSE team, Financial controller/project accounting team members, Third party contractors

Key Responsibilities and Accountabilities

The responsibilities of the postholder will include but not be limited to the following:

- In line with the Global Business plan, establish strategic goals and implement such strategy to achieve the short, medium and long-term targets for J2 Subsea.
- Identify key market drivers, customers and competitors and monitor competitor position.
- Work with J2's senior team to identify risks and opportunities and develop appropriate strategy and approach.
- Participate in the leadership and commitment of QHSE to ensure zero harm to people, the environment and equipment.
- Closely monitor commercial / business development, sales and revenue stream as well as managing the P&L, physical and financial resources.
- Review sales funnel pipeline, ensuring that adequate sales leads are generated to create sufficient qualified opportunities, such that the monthly and annual order and revenue targets are met.
- Ensure market intelligence on pricing, competitors and geographic developments are monitored and acted upon to position J2 Subsea competitively in the market.
- Drive awareness of and create demand for relevant J2 Subsea products and services across the sector.
- Represent J2 Subsea at key industry and corporate events to develop the brand profile and sales pipeline.
- Regularly evaluate performance data, identify opportunities for improvement, define and implement improvements and monitor their effectiveness.
- Closely monitor client satisfaction and Company's market position.
- Close observance with QHSE, Export and HR compliance in accordance with all relevant statutory, ISO standards and company policies and procedures so that external and internal audits are passed successfully.
- Provide regular, reliable, and timely reports detailing financial performance and position of the Company.
- Provide support and regularly communicate with the team, both formally and informally as required to ensure highest level of operations are achieved and expectations are understood.
- Establish an appropriate organisational structure, participate in the selection and placement for key positions and provide guidance to the management team for desired results.
- Coach, mentor and develop personnel for which you are responsible and ensure that the annual appraisal reporting round is effectively delivered.

Experience and Qualifications

- Ideally degree qualified (or equivalent) in Business Management or Engineering.
- Experience of working in a Global organisation with knowledge of offshore.
- Experience of determining strategies to move the organisation forward, set goals, create and implement action plans, and evaluate the process and results.
- Experience of assessing problem situations to identify causes, gather and process relevant information, generate possible solutions, and make recommendations and/or resolve the problem.
- Experience in negotiating and managing large contracts.

Skills and Knowledge

- Knowledge of the oil and gas sector including market awareness of rental business opportunities within the subsea and other sectors
- Knowledge of Microsoft Office suite; Word, Excel, PowerPoint, Outlook and SharePoint
- Knowledge of UK and US compliance requirements, including but not limited to Customs/Export Control/Import/Anti-Bribery/QA

Personal Qualities

- A strategic and commercial mind set able to balance risks/opportunities and understand the drivers behind this.
- Strong interpersonal skills with the ability to easily work with a variety of individuals from a range of cultures and backgrounds, rapidly establishing relationships and trust.
- Confidence and ability to challenge others in a constructive and engaging way.
- Open, transparent and collaborative with the ability to communicate effectively with a range of stakeholders.
- Excellent verbal and written communication skills, especially when presenting.
- A genuine team player who is accepting of different individual styles, approaches and backgrounds. Enjoys delivering results for the collective as well as the self.
- Strong influencing skills with ability to deliver through others.
- Personal and professional resilience.
- Self-motivated, autonomous, inquisitive and persistent.
- The high attention to detail needed for outstanding delivery.

Work Requirements

- Provide effective leadership of the function in accordance with the company's values, goals and objectives.
- Willingness to maintain continual professional development to ensure your own knowledge base enhances J2 Subsea's capability
- Maintain integrity by being honest and transparent with staff, clients and suppliers in line with business policies.
- Highlight new technologies or working practices which may benefit the company by way of the Process Improvement Report (PIR) process.
- Actively participate in regular team and company events as required.
- Ensure we focus on understanding our customer needs to deliver a focused service.
- Be responsive to our customers and provide outstanding levels of service to ensure client needs are met on time, every time.
- Participate in the leadership and commitment of QHSE to ensure there is zero harm to our people, the environment and equipment.
- Take an active role in ensuring the quality of our products and services fully meets customer requirements.
- Ensure you work in line with various areas of compliance, including but not restricted to Customs/Export Control/Import/Anti-Bribery/Quality Assurance (QA).
- Ideally have a clean driving license with a willingness to travel to global companies when necessary.

Competency requirements

Essential competencies that are critical for job success as per our competency scheme

5.3 Formulating strategies and concepts

- Works strategically to realise organisational goals
- Sets and develops strategies
- Identifies and develops positive and compelling visions of the organisation's future potential
- Takes account of a wide range of issues across, and related to, the organisation

8.2 Entrepreneurial and commercial thinking

- Keeps up to date with competitor information and market trends
- Identifies business opportunities for the organisation
- Demonstrates financial awareness
- Controls costs and thinks in terms of profit, loss and added value

1.2 Leading and supervising

- Provides others with clear direction
- Sets appropriate standards of behaviour
- Delegates work appropriately and fairly
- Motivates and empowers others
- Provides staff with development opportunities and coaching
- Recruits staff of a high calibre

4.3 Analysing

- Analyses numerical data, verbal data and all other sources of information
- Breaks information into component parts, patterns and relationships
- Probes for further information or greater understanding of a problem
- Makes rational judgements from the available information and analysis
- Produces workable solutions to a range of problems
- Demonstrates an understanding of how one issue may be part of a much larger system

Desirable competencies for job success

3.1 Relating and networking

- Establishes good relationships with customers and staff
- Builds wide and effective networks of contacts inside and outside the organisation
- Relates well to people at all levels
- Manages conflict
- Uses humour appropriately to enhance relationships with others

1.1 Deciding and initiating action

- Makes prompt, clear decision which may involve tough choices or considered risks
- Takes responsibility for actions, projects and people
- Takes initiative, acts with confidence and works under own direction
- Initiates and generates activity