



NATIONAL MARITIME SAFETY AUTHORITY

CAREER OPPORTUNITY

The National Maritime Safety Authority (NMSA) is responsible for promoting, complying with and maintaining world class maritime safety standards in Papua New Guinea consistent with legislation and commitments under National Legislation and International Conventions in order to facilitate a safe, efficient and environmentally responsible shipping sector for stakeholders in government, industry and the community. Under the mandate, NMSA ensures a fully functioning and effective network of aids to navigation; availability of high quality and up to date navigational charts; that vessels meet the safety standards required by law and international commitments; ensuring seafarers' competency through vigilant examination and certification, and coordinating maritime responses to distress calls and monitoring and controlling ship-sourced pollution. The NMSA now wishes to fill the following positions:

Organizational Change Manager

Job Objective

To work with the NMSA senior management team to develop a strategic plan and develop and implement a realistic project plan and implementation strategy for these recommendations, including considering cost, budget, staffing and resource implications.

Principal Accountabilities and Services Standards

Reporting to the General Manager/CEO, among others, the core accountabilities the successful incumbent will be responsible for are: Facilitate a senior management forum to review all recommendations from the 2015 Agency Capacity Diagnostic, the 2013 Search and Rescue Gap Analysis, the 2016 annual audit and other reports providing recommendations for NMSA to improve service deliver; Develop a strategic organizational change plan which aligns to the requirements of the Strategic Plan for approval by the NMSA Board. The change plan should integrate the broad range of recommendations into a cohesive, cost-effective plan that NMSA is able to implement; Assist NMSA senior management to implement the change plan, providing tools and support to deliver an appropriate change management approach; Work with the NMSA-NMA Transition Planning team to assist in the transition planning and implementation; Support the senior management team to liaise with other PNG government agencies and the maritime industry as required by the General Manager; Support the senior management team to liaise with development partners in the implementation requirements of the Strategic Plan and to effectively align their support with NMSA's needs; Support the senior management team to deliver the outcomes outlined in the Agency Support Arrangement with the Transport Sector Support Program (TSSP 2); Provide regular progress reports and updates to the General Manager; Provide quarterly progress reports to TSSP Component 3 Manager; Assist in drafting annual plans for individual NMSA managers to reflect the implementation of the change plan for the NMSA.

Person Specification and Experiences

The successful person for this position must meet the following requirements:

Skills

The successful candidate for this role will require: Highly developed verbal and written communications skills; An ability to foster teamwork, be cultural sensitive and to work successfully with people from a range of backgrounds; Excellent planning and project management skills; Change management skills; Good computer skills and use of Microsoft Word, Excel Outlook and Project, etc; and Capacity to (a) be flexible, (b) work with ambiguity and (c) be patient but persistent.

Knowledge

The successful candidate for this role will need to demonstrate sound knowledge of all aspects of strategic organizational management including the ability to facilitate the development of strategic change plans, an understanding of delivering regulation services and an appreciation of the challenges of delivering government services in a developing country. Experience in maritime safety and/or security would be highly regarded but not essential.

Qualifications

The successful candidate for this require will have a Bachelor or higher level qualification in business management or another relevant field. Qualifications in change management or organizational development would be highly regarded.

Work Experience

The successful candidate for this role will have demonstrated experience in developing and implementing organizational improvement strategies. They will require experience working in a senior change management and organizational planning role, driving major change programs to achieve improvements in service delivery. Experience in the maritime safety and/or the regulation sector will be highly regarded.

This position is open to both PNG and Non-PNG citizens.

Apply Now before CLOSE OF BUSINESS on **21 September 2018**

The National Maritime Safety Authority offers genuine career opportunities with attractive remuneration package for the right candidate. The successful candidate we are seeking will have relevant qualifications and experience in the role; have commitment, takes initiative and have personal integrity.

If you have the necessary skills and experience and meet the requirements for the positions and are interested, submit your application to:

The Manager Human Talents/Resources, National Maritime Safety Authority, PO Box 668, PORT MORESBY, NCD; Papua New Guinea Level 3, Defens Haus Building. Contact us: Email: jobs@nmsa.gov.pg or apply online at www.nmsa.gov.pg.

ONLY SHORTLISTED APPLICANTS WILL BE CONTACTED

**Authorised by:
Paul M Unas – General Manager/CEO
National Maritime Safety Authority**