

# Job Description

## Business Leader – Strategic Development

The Trafalgar Group is a forward-thinking collective of successful businesses operating in the leisure boating, marina, and property sectors. We're on the hunt for a bold and visionary Business Leader to establish and grow a high-skill marine business unit. This is an exciting opportunity to lead the way in shaping innovative marine operations, with clear potential for progression within our growing organisation.

With a solid foundation in marine operations, an understanding of lifting machinery, and a start-up mindset, you'll bring together exceptional leadership, strategic thinking, and hands-on expertise. From developing new marine solutions to conducting feasibility studies and ensuring smooth implementation, your work will play a pivotal role in the success of Northshore Boatyard and open doors to further growth within The Trafalgar Group.

### Company Vision

To create vibrant, innovative destinations where people connect, thrive, and experience memorable moments, supported by seamless service that enhances every interaction, across all our locations.

### Our Culture

Here at The Trafalgar Group, we enjoy a fun, vibrant, forward-thinking working environment. It is essential that the successful candidate not only has all the skills required for the role, but on a personal level has a bright and positive outlook, is friendly and a good team-player and is also happy to work at any level in the business when required. We actively encourage career progression within the business.

### Location

The role is based at Northshore Boatyard, Chichester, but on occasion you may be required to travel to other locations and events.

### Work days and environment

Work days will typically be from 0800 to 1700 with 30 mins for lunch plus weekend work on a rostered basis. On occasions and due to the demands of the job, you may be required to work outside of these times.

### Reporting to

Dave Potter, Chief Operating Officer (C.O.O)

### Responsible for

A growing team that you will expand as the business grows.

### Key liaisons

Work closely with our finance team, marketing team and other Business Leaders within the business.

### Recruitment timeline

Recruitment from 24<sup>th</sup> Jan with appointment soonest.

## Job purpose

To lead the strategic and operational development of a specialised marine business unit that will deliver advanced, technical, and high-value services. A start up mentality, this includes planning, organising, and implementing initiatives to develop innovative marine solutions, streamline complex site operations, and achieve sales, cost, and quality objectives. The role also emphasizes fostering a culture of continuous improvement, team excellence, and outstanding customer service to ensure long-term success and growth.

## Prime tasks and responsibilities

### 1. Operational Management

- Review and operate the business in alignment with industry best practices, Health & Safety legislation, and statutory requirements.
- Oversee all marine lifting operations, including boat handling, shoring, and yard / machine management.
- Strong understanding of vessel operations and marine equipment.
- Conduct regular site inspections to ensure compliance with Health, Safety, and Environmental (HSE) standards.
- Plan and manage daily workloads for the team, coordinating with other departments to optimise operations.
- Assist with hands-on operational tasks when necessary, including yard duties and emergency callouts.

### 2. Strategic Development

- Develop and implement new marine propositions, supported by considered feasibility studies and cost analyses.
- Identify and capitalize on current revenue streams and cost-saving opportunities to enhance financial performance.
- Work closely with the Marketing team to develop and execute sales and marketing strategies to drive growth.
- Oversee the management and maintenance of commercial properties, ensuring compliance with legal, health, and safety requirements, while developing and implementing strategies to maximise their value and profitability through effective tenant management and cost control.

### 3. Financial Oversight

- Manage budgeting, P&L reporting, and progress tracking against business plan targets.
- Identify and implement cost-saving strategies to maximise profitability.

- Prepare financial reports, including forecasting, budgeting, and capital expenditure planning.

#### 4. Leadership and Team Development

- Foster a culture of excellent customer service and continuous improvement.
- Recruit, develop, and appraise team members, ensuring they are motivated and equipped to meet business objectives.
- Administer employment contracts, training plans, and succession planning initiatives.

#### 5. Stakeholder Engagement

- Help deliver Northshore as a world-class proposition seamlessly combining community, adventure and connection.
- Build and maintain positive relationships with stakeholders, including tenants, suppliers, local authorities, and planning bodies.
- Represent the company in negotiations with customers, contractors, suppliers, and other key contacts to secure optimal terms.

#### 6. Innovation and Growth

- Research and develop new propositions, methods, technologies, and approaches to maintain the company's competitive edge.
- Support the group ambition in executing business growth plans aligned with company values and strategic goals.

Skills and  
experience  
required.

- Proven experience managing marine operations, including lifting, boat handling, and marine equipment, with a strong understanding of Health & Safety standards.
- Strong organisational and operational planning skills, including conducting site inspections and resolving challenges effectively.
- Expertise in business strategy development, including feasibility studies, cost analyses, and identifying revenue and cost-saving opportunities to enhance profitability.
- Financial acumen with experience in budgeting, P&L management, forecasting, and capital expenditure planning.
- Ideally a basic knowledge of commercial property management, including leasing, tenant relations and property maintenance.
- Demonstrated success in driving sales, developing strategies to grow revenue, CRM & sales leads and collaborating with marketing teams to achieve targets.

- Proven leadership ability to recruit, develop, and manage high-performing teams, foster a culture of excellence, and implement training and succession plans.
- Strong communication and stakeholder management skills, with the ability to build positive relationships with customers, tenants, contractors and suppliers.
- Experience researching and implementing innovative methods and technologies to maintain a competitive edge and support business growth.

Wage / salary

Dependent on experience.

Other benefits

- A competitive salary and benefits package.
- The opportunity to lead a thriving marina with an excellent reputation.
- A supportive, close-knit team and a dynamic working environment.
- Ongoing professional development opportunities.
- Access to our Boat Club facilities

Take the plunge

If this is a role you see yourself in why not take the plunge? Head to [thetrafalgargroup.co.uk/opportunities](http://thetrafalgargroup.co.uk/opportunities)

Prepared By:		Date:	
Employee Name:		Date Joined:	
Job Description Accepted By ( <i>Sign</i> ):		Date:	