



# Help us keep the world moving



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Discover the exciting career opportunities at Peel Ports Group

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# It's all about our people

As Group HR Director for one of the UK's leading port groups, I am proud of our dedication to attracting, developing and retaining diverse, skilled talent to our business, and the industry. Our people are our most valuable asset, and we are committed to creating a culture that values diversity and inclusion.

With a wide range of career opportunities across our ports, we offer exciting and rewarding roles that allow our employees to thrive, grow and develop. Making a positive impact on the world of maritime and logistics.

Whether you're an experienced professional or just starting your career, we believe there's a place for you at Peel Ports Group. So, why not join us and become part of a team that keeps the world moving?

**Rachel Smith**  
Group HR Director



# Who we are



We're one of the most diverse and interesting businesses in the world, made up of shipping lines, ports and associated service providers.

Peel Ports Group organises its terminals by clusters in different locations, these are Liverpool, Manchester Ship Canal, Heysham, Dublin, Great Yarmouth, London Medway and Clydeport.

In addition to our seven port clusters, we also manage BG Freight Line, a leading European shipping line and Peel Ports Logistics, one of the UK's leading shipping and freight forwarders.

With such a diverse business, you will be exposed to a variety of different opportunities and will be spoilt for choice in terms of career progression.

## 2000+

employees across all of our port locations

## One

of the largest port operators in the UK

## 1<sup>st</sup>

privately owned port operator to commit to net zero by 2040

## 70 million

tonnes of cargo handled each year

# Our Locations



Peel Ports Group

Peel Ports Logistics

BG Freight Line

Clydeport

Dublin

Heysham

Liverpool

Humber Bulk Terminals

Ellesmere Port

Runcorn

Great Yarmouth

London Medway

BG Freight Line

ATLANTIC OCEAN

NORTH SEA

ENGLISH CHANNEL

# We're more than ports

If you've never worked at a port before, the first thing you'll notice is that everything we do is on a gigantic scale. We handle a lot of what comes in and out of the United Kingdom and Ireland, this means some of our staff have to work with cranes taller than the arches of Wembley Stadium and think big to push technology to its limits to solve challenges.

Traditionally, ports have been seen as a transit point, where goods are loaded and unloaded onto ships. We've challenged this notion by being 'More than Ports', a statement which summarises the thinking at the heart of our business.

We unlock value for our customers, wherever we can, by developing services that help them realise their potential. We create opportunities for the communities around our ports through investment in jobs, economic growth, and we invest heavily in the development of our staff to provide clear progression within the business.

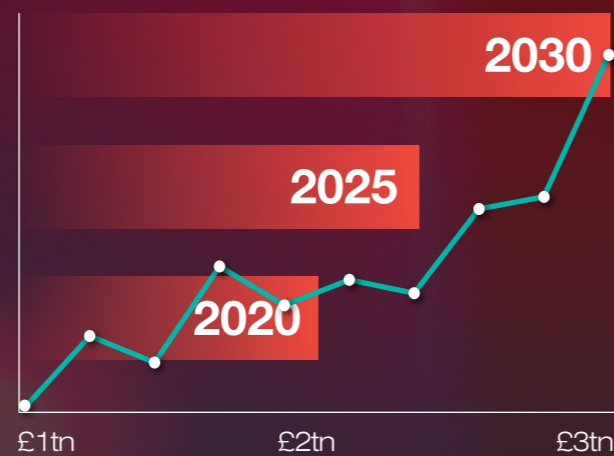
When you come aboard, you'll be part of a privately held company that's in the same league as the top performers on the stock market. Your teammates? They're some of the most incredibly skilled people around!



# Why Maritime?



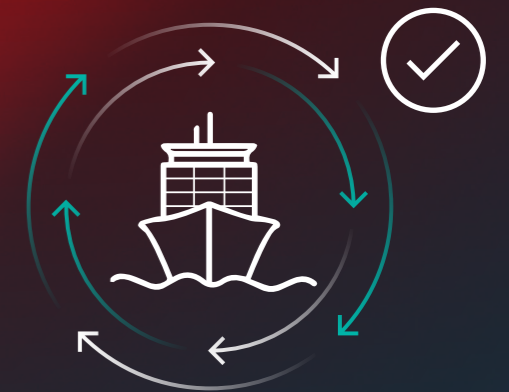
**Maritime Sector adds more to the economy than both air and rail combined**



**The sector is expected to double in size to \$3<sup>tn</sup> by 2030**

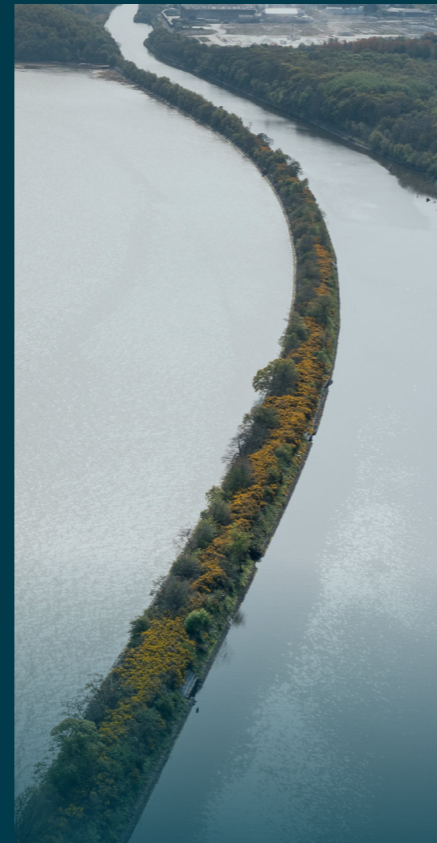


**The average pay in the maritime sector is £39,000 which is 36% higher than the national average of £29,000**



**The UK maritime workforce is 51% more productive compared to the average UK worker.**

\*Sources: Maritime UK / CEBR, Maritime UK, British Ports Association



# Re-Writing History

A glimpse at some of our more recent milestones:

We're a business with a lot of world firsts, whether it's the first enclosed commercial dock system in 1715, the opening of the Manchester Ship Canal, the catalyst of the Industrial Revolution or the largest Container Terminal in the North, Liverpool2.

We're a company of pioneers, pushing boundaries and investing in the future. Our activities help the economy flow smoothly and we're proud of that. From our beginnings as the Port of Liverpool in the 13th Century, right up to today, we're a diverse and thriving business, making a real difference to the UK as a whole.

## 2016

Liverpool2  
Peel Ports £400M deep-water container terminal and gateway to the North opens for business

## 2021

Peel Ports Group is the first port operator to commit to Net Zero by 2040

**NET ZERO**  
2040

## 2023

Peel Ports Group proudly introduced a Diversity & Inclusion Strategy, fostering a vibrant workplace that embraces uniqueness and equality

# We're going far and we're ambitious

Our vision is simple, we want to be the UK's leading port operator.

Now, that's not just about being the biggest, we want to lead in terms of safety, performance and growth.

Our vision is underpinned by four core values which outline how the business, and our people should behave every day.

They shape every aspect of our operations, from how we interact with our stakeholders to how we approach problem-solving and innovation. We are proud to foster a culture of teamwork, accountability and continuous improvement, and we believe that our values are the foundation of our long-term growth and sustainability.

## Our Values

### #Together :

We succeed through collaboration.

### #Enable :

We enable success to benefit our world.

### #Responsible :

We build on trust; we do things sustainably.

### #Excellence :

We deliver through performance, service and innovation.



















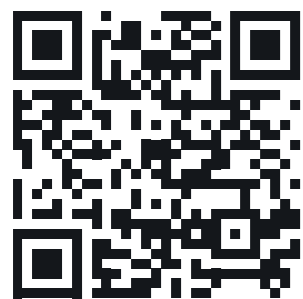


# The opportunities are endless

We offer a diverse range of career opportunities, including some you probably never thought about at a port! From Crane Operators and Electrical Engineers to Marine Pilots and Project Managers, the opportunities here are endless and we take pride in providing a pathway for individuals to pursue their passions and achieve their professional goals.

You will have the opportunity to work alongside a multi-disciplinary team, helping to solve some of the biggest challenges within our industry.

-  Energy and Utilities
-  Marine
-  Engineering
-  Property
-  People
-  Asset Management
-  Finance
-  Customer Service
-  Marketing
-  Commercial
-  IT
-  Health and Safety
-  Project Management
-  Operations
-  Police
-  Environment



[jobs.peelports.com](https://jobs.peelports.com)





## Women in Ports

Peel Ports is actively involved with the Department of Transport and Maritime UK on the 'Women in Maritime Charter' and signed the 'Women in Maritime Pledge' in 2018. We have continued to encourage more women to pursue careers in Maritime and this also includes enhanced maternity provision for our employees.

Through our 'Women in Ports' Initiative, we provide mentoring and networking opportunities, training and development programmes, and support women at all levels of the organisation.



# Everyone is welcome

ENABLING  
THE FUTURE



Watch ED&I Video

We want every one of our employees to feel empowered to be themselves and thrive at work every day. Our Equality, Diversity, and Inclusion steering committee spearheads this commitment, ensuring a fulfilling, inclusive, and secure environment for all employees. Beyond this committee, our champion groups play a pivotal role.

From the Gender, Ability, Identity, and Ethnicity Champions to various other groups, these teams advocate diverse perspectives and experiences. When you begin your journey with us, you have the opportunity to be a part of these impactful initiatives, contributing to a workplace that values and celebrates differences!

### Lisa Hook Port Operative, London Medway

*"The most enjoyable aspect of my job is definitely the people I work with, everybody is so diverse, and because of that, we make a great team. If I could give advice to another female interested in pursuing a similar career path, I would say go for it! There seems to be a stigma about women driving heavy machinery, and when we do, it still comes as a surprise. It should never be a case of could we? It should be a conversation around why aren't we?"*

### Davinia Monclus Pilot, London Medway

*"During my training to qualify as a Pilot on the River Medway, I was lucky enough to have a fantastic line manager, who encouraged me and supported me throughout my whole training and has continued to do so ever since. He believed in me. As a manager, I knew I could rely on him 24/7 to answer any questions and offer guidance. As the Marine Manager, he is required to ensure Pilots are working in accordance with Peel Ports requirements as well as legislation, whilst at the same time manage Pilots as people. He is always firm and fair. Being lucky enough to find a manager who offers those qualities is rare and I have had the privilege to find him here at Peel Ports."*

# Jobs for the future

Our commitment to excellence extends to the development of our teams. We take it upon ourselves to nurture skills, offering a variety of exciting roles. Our Early Careers Ambassadors also actively engage with

young people, showcasing opportunities to ignite their passions and contribute to our future. Our initiatives include the Peel Ports Learning Academy, Management Training, and E-learning.

ENABLING  
THE FUTURE



# Our world

We have a duty to safeguard the environment and communities we serve. Our commitment to sustainability reflects in our actions, from minimising waste and combating climate change to preserving marine ecosystems.

*“Picture yourself operating one of our 132-metre-high gantry cranes, designed to be highly efficient and sustainable, a testament to our dedication to become net zero by 2040.”*



# Taking care of our communities

Making a tangible impact matters to us. Peel Ports proudly supports various charitable endeavours and local projects annually, chosen by our own teams. By giving back, we create positive change where it counts the most.

Join us in shaping a future that’s inclusive, innovative, and sustainable.

Learn more about our transformative Enabling the Future program here through our **QR code**



# Work Safe. Home Safe.



We have a group-wide initiative called Safety365 to ensure that every employee goes home safely each day. This is achieved through exemplary safety behaviours and a commitment to excellent safety performance.

We take safety very seriously and have a dedicated team of professionals who support all of our employees with the aim of eliminating all workplace accidents.



# What people say about us

**Lauren Caldwell**  
Peel Ports Logistics

*“Since joining Peel Ports Logistics I have been impressed by the diversity of operations in my role, there are no 2 days alike. The business runs at such a fast pace and the array of challenges varies each day; meaning that my knowledge and skill set evolves on a daily basis”*



**Avril Coleman**  
Facilities & Infrastructure Manager at Great Yarmouth

*“I’m privileged to get to work with amazing colleagues in Great Yarmouth, and our other sites, as well as contractors and customers. Being linked with Sheerness as part of the South East Ports Cluster means we have regular meetings and we’re always sharing our knowledge, skills and experience, which has had a really positive effect on how we work as a team here at Great Yarmouth”*

# How we select our candidates

Find out more about our Career opportunities here by scanning the QR code:



## Step 1

### Online Application

All our vacancies are advertised on our website, all you need to do is create an account and fill out our short application form.

Don't see a role which is right for you at the moment?

Don't worry, you can also sign up for job alerts and be notified as soon as your dream job becomes available!



## Step 2

### Shortlist

After you've taken the step of applying, your CV will be carefully reviewed by a dedicated member of our Talent Team. They may reach out to you personally to discuss the role and your experience in more detail before we present your application to the hiring manager.



## Step 3

### Selection Process

Shortlisted applicants will be invited to meet with the hiring manager to discuss your experience. This is not only a chance for the manager to learn about you, but also for you to find out more about Peel Ports and the culture of the business.

If successful for interview, the line manager may use different ways to assess your skills from Competency Based Interviews, Assessment Centres, Presentations and/or Psychometric Testing. The form of interview will be communicated to you prior to you attending.



## Step 4

### Offer of employment

After the hiring manager has had the chance to meet all the carefully selected candidates, our Talent Team will offer the successful candidate the role and agree a mutually convenient date for you to join the team.

For those of you who have unfortunately not been successful, please know that we value your effort. We're committed to providing constructive feedback to help you grow.

# No matter where you are in life

Peel Ports Group is an open organisation, committed to allowing multiple ways for people to join in addition to directly applying to existing roles.

This helps us build a diverse workforce, fully representative of the communities we're part of.

## Apprenticeships

We operate a group-wide apprenticeship programme, designed for people of all ages, utilising the apprenticeship levy to develop people in a variety of different roles across the Group.

*"Opting for an apprenticeship at Peel Ports was about diving into a hands-on role, gaining technical skills beyond classrooms or offices. It's the best of both worlds – a combination of practical experience and valuable qualifications. With my Higher National Certificate secured during my time here, I've already learned various skills for my career ahead – from pumps and engines to gate rams and sluice gates. As I look ahead, I aspire to be a fully-fledged mechanical engineer with Peel Ports, continually enhancing my knowledge and skills."*

Will Coram, a 21-year-old Mechanical Apprentice based at Runcorn Docks. Seeking hands-on experiences and valuable skills beyond classrooms, Will has embraced an apprenticeship with Peel Ports. Will's hopes are underpinned by the experiences of his Line Manager, Kieran Sait:

*"I began my own career by completing a mechanical engineering apprenticeship with Peel Ports and am now working as an Engineering Supervisor, which in itself shows that Peel Ports is committed to furthering the knowledge, skills and career of apprentices. I would recommend the scheme to any young people like Will who are looking for that next step in their education and career."*





## Graduates

Each year we employ some of the most talented graduates within a diverse number of roles.

*"I am thrilled to have completed my professional studies and appreciative that Peel Ports has supported me through each stage of this qualification. Now the hard work begins, and I look forward to the challenges it presents. I hope to add value by supporting Peel Ports in achieving its business objectives in whichever capacity I can."*

*Toyin Otubusin – Business Improvement Manager*

Toyin is now in our Mersey Team and has completed his professional accountancy qualification with the Chartered Institute of Management Accountants whilst at Peel Ports and more recently a MBA. Toyin joined the business in 2015 as an Assistant Financial Analyst following university and has worked extremely hard to achieve these prestigious qualifications.

## Progression

We attract talent from across the world. From career movers to climbers, we have a range of opportunities people can apply for throughout the year.



**James Loughman**  
Lead Trainer – Dublin

*"There are plenty of opportunities at Peel Ports Group to progress your career! My role as Lead Trainer in Dublin involves the development and progression of all of our operatives, new and old alike. The diversity of my role allows me to get involved in everything from training staff, teaching various health and safety courses, and the development and implementation of safety related initiatives. I have also recently got my NEBOSH qualification for fire safety management funded by the business."* –

James joined Peel Ports in 2007 and in his earliest years he worked as a crane operator. James quickly rose through the ranks and held different roles operating specialist machinery before finding his niche as a Lead Trainer. James has most recently played a key part in the Dublin Safeport project that aims to ensure Dublin Port is safe for all who work and visit.



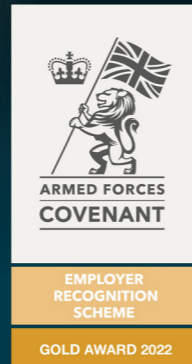
**Vicky Stanley**  
Marketing Manager – Group

*"Being promoted to a Marketing Manager was such a defining achievement for me. Taking on more responsibilities has been a rewarding journey, made even better by working alongside an encouraging team and a company that genuinely cares about helping its employees succeed. Every day holds chances to learn and achieve, and I feel privileged to be part of this exciting path forward."*

Vicky joined Peel Ports Group in 2020 as Digital Marketing Executive and has since been promoted to Marketing Manager. She oversees internal communication, provides marketing support for all our ports and assists with campaign development.



# Armed Forces



Having been honoured with the prestigious Gold Status Award from the Armed Forces Covenant in recognition of our commitment to the military community, we take immense pride in our Group's composition, which includes many ex-military personnel, highlighting our commitment to harnessing their unique skills for meaningful contributions.

## Simon Dixon

Head of Commercial - Containers

Simon joined Peel Ports in April 2019, and before beginning his career in Commercial and Business development he served in the Royal Navy as a Welfare Officer receiving Standards of Training, certification and Watchkeeping (STCW) in Navigation on-board vessels such as HMS Edinburgh, Grafton and Campbeltown, Mine Clearance Diver course and 2 operational tours of Iraq.

*"As Head of Commercial for our Container Division I am confronted everyday with a diverse and complex set of problems to solve. This requires an ability to think on my feet whilst also planning short, medium and long term goals in conjunction with each other. My previous Military experience has assisted greatly in creating this skill set and provided a fantastic grounding to embarking on a career in the Maritime and Ports industry"*



# Taking care of our teams

Our teams put a lot of hard work into their roles, so they deserve to get a lot out. Here are some of the benefits you can expect working for Peel Ports Group:

**Generous annual leave allowance**



**10% pension contribution**



**Technology purchase scheme**



**Cycle-to-work scheme**



**Car purchase scheme**



**Family friendly policies**



**Reward and recognition scheme**



**Retail vouchers**



**Health care cash plan**



**Critical Illness cover**



**Life insurance**



**Gym membership**



**Matched pension contribution**



**Employee Assistance Programme**



**Enhanced maternity scheme with return to work bonus**



**Parental Leave**



**Hybrid working support**



**Holiday buy and sell**



**Life cover**



In addition to our perks, available via our Flexible Benefits Scheme, we invest heavily in the development and training of our staff. You can expect a periodic review of salary, support with career development, and regular social events.



Want to know more?



Feel free to contact the Talent Team by emailing [careers@peelports.com](mailto:careers@peelports.com) or visit our website by scanning the QR code below.



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**NET ZERO**  
2040

**ENABLING**  
**THE FUTURE**

