

Help us keep the world moving



Discover the exciting career opportunities at Peel Ports Group.

peelports.com/careers

Peel Ports Group
More Than Ports

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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 and Ireland

1st

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



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.

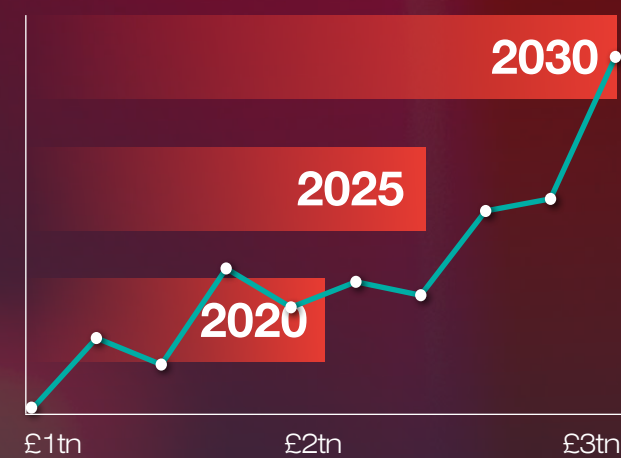
Your teammates? They're some of the most incredibly skilled people around!



Why Maritime?



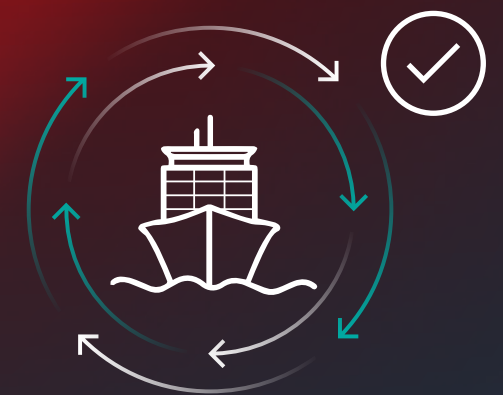
Maritime Sector adds more to the economy than both air and rail combined



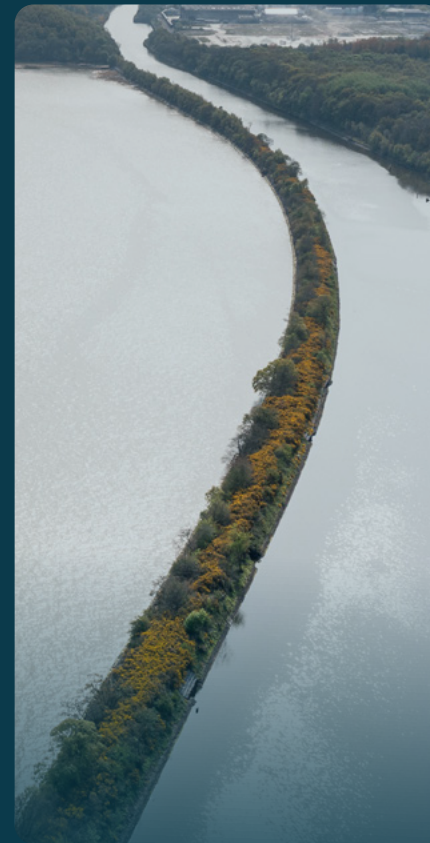
The sector is expected to double in size to **\$3tn** by 2030



The average pay in the maritime sector is **£40,000** which is **25%** higher than the national average of **£32,000**



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



Re-Writing History

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.

A glimpse at some of our more recent milestones:

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.

#Responsible :

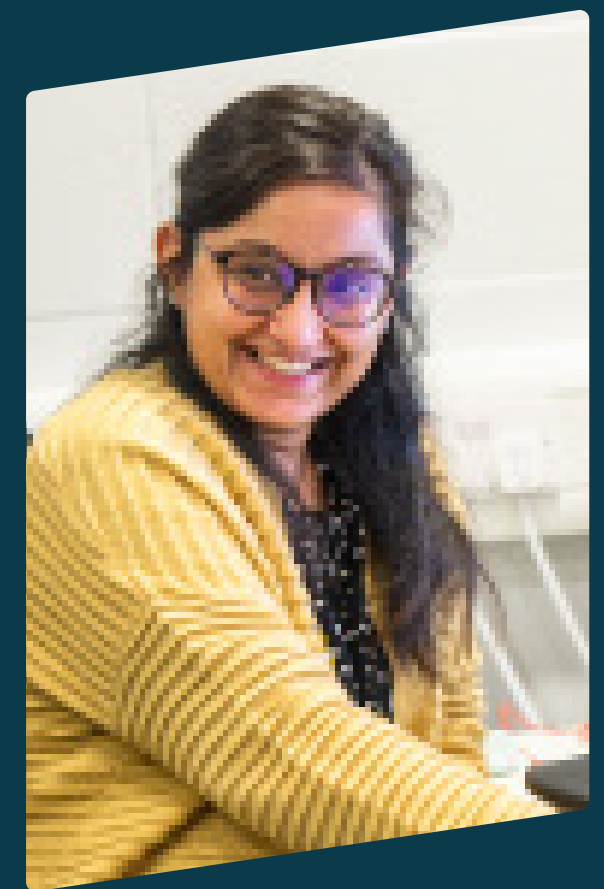
We build on trust; we do things sustainably.

#Enable :

We enable success to benefit our world.

#Excellence :

We deliver through performance, service and innovation.

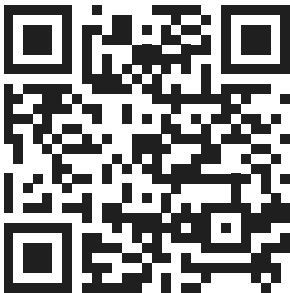


The opportunities are endless

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



jobs.peelports.com





Everyone is welcome

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 our employees. Beyond this committee, our Equality Champions from across the organisation play a pivotal role.

With a focus on Gender, Ability, Identity and Ethnicity as well as our Armed Forces colleagues and our Early Careers Ambassadors, we advocate diverse perspectives and experiences. When you begin your journey with us, you have the opportunity to be part of these impactful initiatives, contributing to a workplace that values and celebrates differences!

ENABLING
THE FUTURE



Watch ED&I Video

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 Peel Ports Network and our Gender Action Committee, we provide mentoring and networking opportunities, training and development programmes, and support women at all levels of the organisation.



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?"



Sarah Bunce

Chargehand, Forest Products, London Medway

"My career at Peel Ports Group began in November 2023, and I quickly fell in love with working on the docks. I sought training in various roles, including checker, strapper, rigger, and quay worker. Then, I had the chance to train as a forklift driver, which changed everything—I loved every moment! Working outdoors with a diverse team has been incredibly rewarding, and I've never felt limited as a woman in the maritime industry. I'm now a Chargehand in the Forest Products team, and I look forward to advancing to a Team Leader role. Peel Ports Group has given me pathways for growth, guided by supportive colleagues and managers. For anyone considering this field, especially women, there's truly a role for everyone here."

ENABLING THE FUTURE

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.



Our world

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

"Picture yourself operating one of our 132-metre-high gantry cranes, designed to be highly efficient and zero emission, a testament to our commitment 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.**

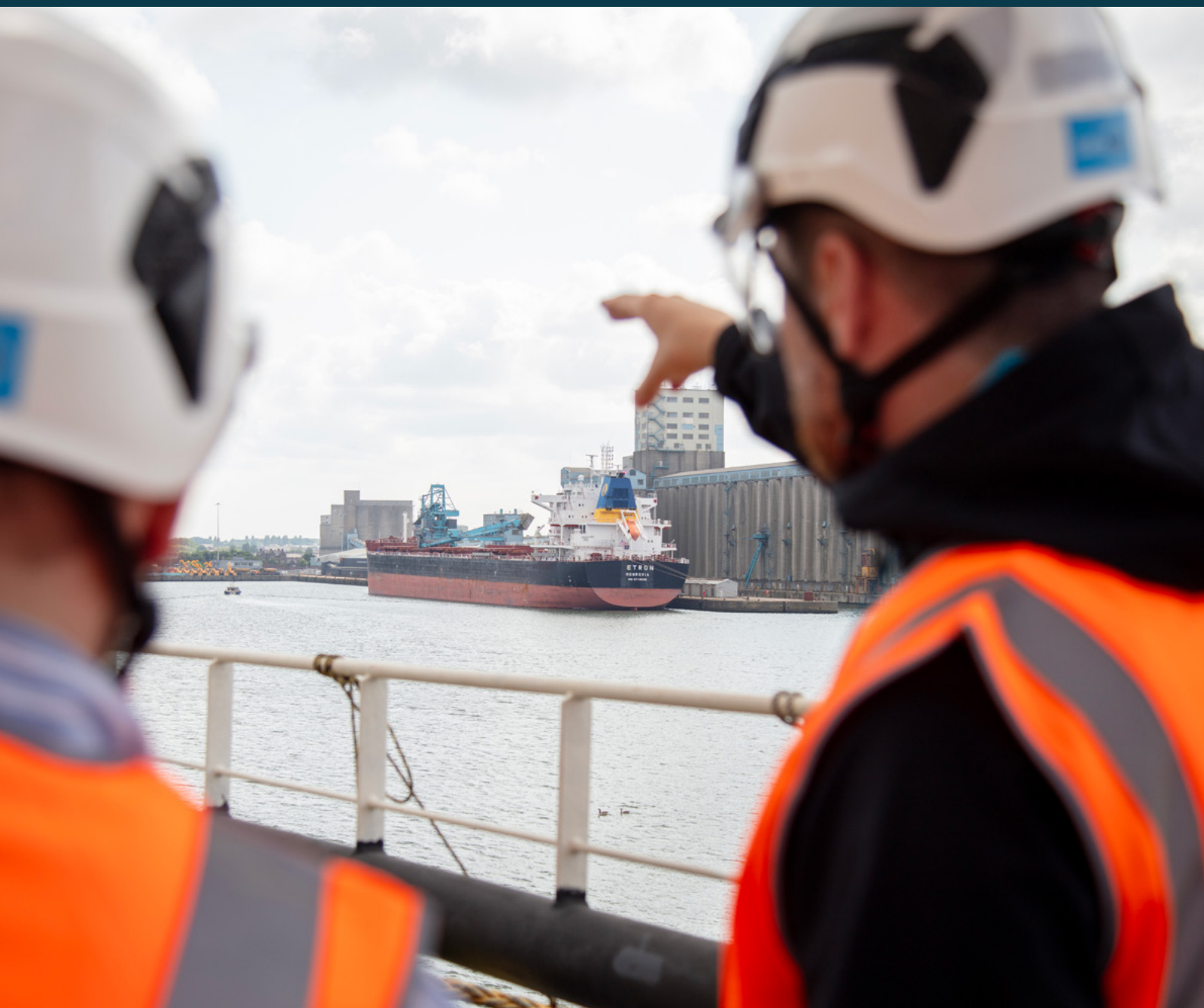


Work Safe. Home Safe.



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

Head of Logistics, Peel Ports Logistics

"Since joining Peel Ports Logistics I have been impressed by the diversity of operations in my role, there are no two 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."



Julie Rimmer

Technology Transformation Director
Peel Ports Group



"With a background in Telecommunications, I'd never previously considered a role in Maritime, but I was drawn to the industry's dynamic nature and its crucial, often overlooked, role in daily life. I'm inspired by Peel Ports' commitment to technology and automation, which allows me to lead a team that enhances efficiency, user experience, and safety. Combined with its dedication to diversity, inclusion, and career growth, Peel Ports Group offers a truly supportive and rewarding environment. For anyone considering Maritime, I'd encourage you to embrace new challenges—it's an exciting field with a strong community ready to support you."

How we select our candidates



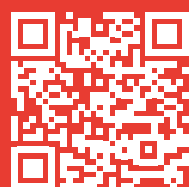
Step 1

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.



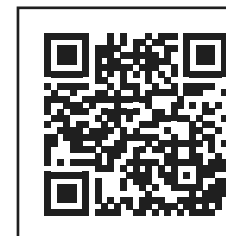
Step 3

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.

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



Step 4

Job offer

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.



Evan Ferrier

Apprentice Electrician, Port of Greenock

"An apprenticeship is the ideal blend of classroom learning and putting that knowledge into action. Getting paid while gaining qualifications and work experience is the icing on the cake. After a year of exploring my interests, I realised I wanted a hands-on career, particularly in electrical engineering. Peel Ports Group was at the top of my list, as the company has a strong presence in my hometown of Greenock. I'm excited to be starting my career with a global company while studying for my SVQ2, HNC, and HND in Electrical Engineering. The support from my team and the opportunity to work on projects, like the installation of new cranes, has made this experience truly rewarding."



Scott Duncan

Engineering Planner, Port of Greenock

"I started my career by completing an apprenticeship, knowing it would provide a solid foundation in both academic and practical skills. Throughout the programme, I developed valuable teamwork abilities, gained technical knowledge, and learned to diagnose faults in plant operations. The mentorship from experienced colleagues has been invaluable in understanding the port environment and its unique challenges. After completing my Electrical Engineering apprenticeship and working as a qualified Electrician, I've now progressed to an Engineering Planner role. Peel Ports Group offers endless opportunities for growth, and I'm committed to expanding my skills while learning more about the diverse sides of the business."





Graduates

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

Toyin Otubusin
Head of Business Performance

“Joining Peel Ports Group as a finance graduate almost 10 years ago and progressing to my current role as Head of Business Performance is a testament to Peel Ports’ commitment to supporting employee development and providing career growth opportunities. Each step of my journey has equipped me with invaluable skills and insights, preparing me for the challenges and responsibilities of this role. I look forward to driving meaningful change, enhancing performance, and contributing to our long-term strategic goals. I encourage anyone interested to consider a career with Peel Ports Group”

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.



Kieran Sait
Engineering Manager
Port of Liverpool

“I joined Peel Ports 14 years ago as an engineering apprentice straight from school, and since then, I’ve had incredible opportunities to progress my career. After completing my apprenticeship, I became a mechanical technician, then advanced to engineering team leader, and later to supervisor roles across various departments in Liverpool and at Manchester Ship Canal. Most recently, I’ve been promoted to Engineering Manager for Liverpool’s Infrastructure team. Every day in the Engineering department is different, and I love the variety and challenges that come with working in a port environment. Peel Ports has always supported my development – I’m currently studying for a Mechanical Engineering degree at university, and I look forward to using my skills to continue supporting the business in the future.”

Kieran joined Peel Ports as an apprentice and has worked his way up through a range of roles, demonstrating the company’s commitment to career progression and personal development.



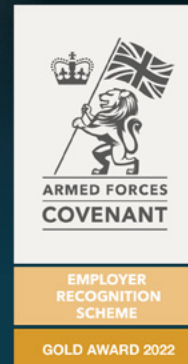
Gabriella Ham
Human Resources Business Partner
Containers

“Joining Peel Ports in 2015 as a Resourcing Assistant opened up a pathway of growth and development opportunities that have led me to my current role as a Human Resources Business Partner. My position is fast-paced and varied, allowing me to network with diverse stakeholders and continuously learn. Peel Ports genuinely supports career progression; many colleagues transfer across departments, gaining new skills and experiences along the way. I’m especially passionate about encouraging more women to join the maritime industry—a field traditionally male-dominated, but one that is incredibly rewarding. Ten years in, I haven’t looked back. The industry offers exciting challenges, invaluable learning, and the chance to work with fantastic people. I look forward to further developing my skills and, ultimately, stepping into senior leadership.”

Gabriella joined Peel Ports Group in 2015 and has progressed from a Resourcing Assistant to a Human Resources Business Partner. She is committed to promoting diversity within the maritime industry and supporting colleagues in their career advancement.

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. Our Armed Forces Network includes colleagues from across the Group who work together to share ideas, insights and to support the business to attract and retain ex-forces personnel within our organisation.



Callum Carroll

Port Operative, Port of Liverpool

"Joining Peel Ports Group in November 2021 as a Port Operative felt like a natural transition from my role in the Royal Air Force Regiment, where I was a heavy weapons gunner and armored vehicle driver. Peel Ports' commitment to the military community and its active Armed Forces Network made me feel immediately supported. Starting as a Ships Hand, I progressed to a Tug Driver on Roll-on Roll-off vessels and now operate 32-ton vehicles, handling everything from tanks to multi-million-pound equipment. My military experience has given me the skills and confidence to take on these varied roles, and I'm proud to now serve as an Early Careers Ambassador, connecting with young people and ex-forces colleagues to highlight the diverse and meaningful career opportunities Peel Ports offers."

Callum joined Peel Ports Group in 2021 and actively supports our Armed Forces Network as an Early Careers Ambassador, promoting career paths for ex-forces personnel.



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



Retail vouchers



Enhanced maternity scheme with return to work bonus



10% pension contribution



Health care cash plan



Parental Leave



Technology purchase scheme



Critical Illness cover



Hybrid working support



Cycle-to-work scheme



Life insurance



Holiday buy and sell



Car purchase scheme



Gym membership



Life cover



Family friendly policies



Matched pension contribution



Reward and recognition scheme



Employee Assistance Programme

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.

Peel Ports Group

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Port of Liverpool
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Want to know more?

Feel free to contact the Talent Team by emailing careers@peelports.com or visit our website by scanning the QR code below.

