

# HELP US KEEP THE WORLD MOVING

CAREERS AT PEEL PORTS GROUP





# WELCOME

Welcome to our recruitment brochure. We've put this document together to help you understand the career opportunities available at Peel Ports Group, talk a bit about the hiring process and introduce our company values, which we look for in all candidates. We hope it answers any questions you may have about being part of our team.



# 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 that's 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.

As an employee, you'll be joining a privately owned FTSE 100 equivalent company, and your colleagues will be some of the most talented people on the planet.







# 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.



# AS DIVERSE AS OUR PEOPLE

**We're one of the most diverse and interesting businesses in the world, our port division is made up of shipping lines, ports and associated service providers, our parent company the Peel Group is no different, being involved in everything from media to power generation.**

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, A&P Group and Cammell Laird who are a household name when it comes to building ships such as the RRS Sir David Attenborough polar research vessel.

Our parent company, the Peel Group is one of the largest organisations in the UK, known for transformative projects such as MediaCityUK the Trafford Centre and Liverpool John Lennon Airport amongst others.

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



# OUR VALUES

Peel Ports Group has five core values, we look for these in all of our employees right from the get go. You'll be asked to demonstrate these during the interview process.

## 1. Personal responsibility

We are accountable for our decisions and actions, together with the outcomes we create and the impact on others.

## 2. Integrity and honesty

Having integrity and being honest are fundamental requirements of personal development. Honesty and integrity produce trust, which, in turn, produces confidence and encourages us to take risks in order to fulfil our goals.

## 3. Strive for excellence

We follow and uphold the rules and standards set for our business and remain committed to quality outcomes, and have a thirst to learn and to continuously improve.

## 4. Heartfelt customer service

Creating positive customer experience is what we strive to do. Our customer relationships are long term and need to be sustained; they are not simply transactional.

## 5. One team

Whatever the strength of individuals we will always accomplish more together. We put the team ahead of our personal success and commit to building its capability.



# AREAS YOU COULD WORK IN

Peel Ports Group has a wide range of career paths, reflecting the diversity of our business, each of our functions work together to achieve common 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



Engineering



Human  
Resources



Finance



Marketing



Asset  
Management



Customer  
Services



Commercial



IT



Project  
Management



Police



Marine



Property



Health and  
Safety



Operations





# 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 ITS LIKE TO WORK HERE

“

Since joining Peel Ports I have been impressed by the positive impact the business has on the local economy, as well as a vast number of businesses in the wider hinterland. 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

”

Jayne Bickerstaffe  
Sales Manager, Port of Liverpool





# HOW WE SELECT CANDIDATES

Once you have applied for a role, your application will be sent to The Talent Team for review. If suitable, your CV will be shortlisted and a member of The Talent Team will call you to go through the role before sending your CV to the recruiting managers.

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. This is not only a chance for the manager to interview you but also, for you to find out more about Peel Ports and the culture of the business.



# A LONG TERM VISION

Whilst most businesses plan in years and quarters, we're a business that has a vision spanning several decades, as such, Peel Ports Group is one of the most forward looking businesses in the UK. We have a strategic vision for the next 50 years with a planned £50 billion investment programme through Peel Group's Ocean Gateway.

Whilst we acknowledge the need to invest to maintain our position as one of the leading companies in the UK, we understand that irrespective of how much we invest in our infrastructure, it is the people running these which will get us to where we need to be.

We believe in creating a positive, vibrant and entrepreneurial environment, where all of our staff have a voice, arrive home safely each day and can forge professional relationships amongst each other. Key to this are regular social events, fair pay and benefits and providing training and development to help people grow as individuals.

## Developing skills for the future



### Management training

Strong leadership is the foundation of our business. By ensuring all of our managers are trained to lead and develop people, we have created a culture within the business that is geared around developing people.



### MTO Course

Whether our people work behind a desk or on top of a crane, taller than the arches of Wembley Stadium, we want them to understand the core activity of the business. Staff are encouraged to take part in the week-long Managing Terminal Operations course aimed at teaching people about how global supply chains work.



### E-learning

Peel Ports Group has an e-learning platform to teach staff key skills at a pace that suits them. This has enabled our people to gain new skills relevant to their role, on-demand.



### Skills development

We invest heavily in supporting people through higher education and role-specific courses. This enables our staff to develop cutting-edge skills, supporting their career progression and the business.



# Women IN MARITIME

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.



“

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?

”

Lisa Hook  
Port Operative, London Medway Port



“

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.

”

Davinia Monclus  
Pilot, London Medway Port





# 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.

“

I have had an amazing time so far and enjoyed every minute of my time with the company. I have gained a full understanding of IT systems and how they communicate with each other. I have also completed five IT courses during my time at Peel Ports which has helped me further understand the fundamentals of Information Technology. The thing I like most about being an apprentice is the potential to implement the knowledge acquired in my study into a practical scenario at work. I am really looking forward to continuing to learn and making a contribution to the business.

”

**Kurt Griffiths**  
Apprentice IT Service Desk Analyst

Kurt joined the Group IT team in 2021 and is currently studying Level 3 Infrastructure Technician. Despite having the choice to pursue a traditional route to academic achievement, Kurt elected to take up an apprenticeship where he could learn and earn at the same time





# 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**  
Galileo Group Management Accountant

Toyin is based in the Shared Financial Services Management Accounts Team and has recently completed his professional accountancy qualification with the Chartered Institute of Management Accountants. Toyin joined the business in 2015 as an Assistant Financial Analyst following university and has worked extremely hard to achieve this prestigious qualification.



# 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.

“

The diversity of my role allows me to get involved in everything from; scoping a £10 million river gate project, technical support for 125-year-old equipment on the Manchester Ship Canal, supporting the growth of the rail infrastructure across the port, to managing a large high voltage network. I have also recently completed a level 5 diploma with the Chartered Management Institute in Management & Leadership, funded by the business.

”

**Paul Wood**  
Engineering Manager Support Services

Paul joined Peel Ports in 2016 as a Mechanical Asset Manager after 10 years of working at Tata Steel. He spent the last two years on a secondment as the Business Lead for the Implementation of the SAP EAM module across Peel Ports Group.





# ARMED FORCES

We have an ongoing covenant with the Armed Forces and employ a lot of ex-military personnel across the Group.

“

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

”

**Simon Dixon**  
Head of Commercial (Containers),  
Port of Liverpool

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 Warfare Officer receiving STCW certification in Navigation on-board vessels such as HMS Edinburgh, Grafton and Campbeltown, Mine Clearance Diver course and 2 operational tours of Iraq.



# BENEFITS

Our staff 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:



25 days holiday



iPad purchase scheme



Cycle-to-work scheme



Car purchase scheme



Health care cash plan



Critical illness cover



Life assurance



Gym membership



Retail vouchers



10% pension contribution

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.







# GET IN TOUCH

If you're interested in a career at Peel Ports Group,  
we'd love to hear from you.

[Peelports.com/careers/overview](https://www.peelports.com/careers/overview)

