



# Isle of Man Steam Packet Company Ltd

## Applications for Appointment

### Finance and Marketing Non-Executive

### Directors

Information Pack

The Treasury

**Isle of Man Government, Treasury**  
**Isle of Man Steam Packet Company Limited**  
**Finance Non-Executive Director and Marketing Non-Executive Director**  
**Application for Appointment**

Isle of Man Steam Packet Company Limited (IOMSPCo) is owned by the Isle of Man Government and is operated at 'arms-length'.

The Treasury is seeking to appoint two specialist non-executive directors to strengthen the existing Board of Directors of the Isle of Man Steam Packet Company and support the Company with the development of sound strategy for the IOMSPCo which works towards the aims of Government whilst also meeting the company's performance targets:

**Finance Non-Executive Director**

The successful candidate will need to have financial knowledge and experience within a commercial setting.

**Marketing Non-Executive Director**

The successful candidate will need to have a marketing background and proven track record within a commercial setting.

**Criteria and role requirements**

For either Non-Executive Director role, you will bring independence and impartiality, with the ability to question and/or constructively challenge the executive. You will be expected to monitor, evaluate and where necessary challenge the performance of the company.

You will contribute to developing the effectiveness of the company's governance structures, operational plan and financial management. You will be required to provide assurance to the Treasury Minister that IOMSPCo is abiding by the highest standard of business conduct.

You will need strong business strategy skills and possess the ability to successfully understand and interpret business and management information to determine commercial performance and improvement.

You will demonstrate recent senior board level experience, preferably within a Shipping, Finance, Tourism or Strategic Marketing industry background.

You will need to demonstrate a commitment and ability to maintain independence of judgement and avoid conflicts of interest.

**Remuneration**

Non-Executive Directors will receive £20,000 per annum.

## **Time Commitment**

The expected time commitment in respect of this position will be up to 24 days per annum and involves regular attendance at board meetings (quarterly) and other commitments as they arise.

## **Period of appointment:**

The appointment will initially be for three years, with the option of renewing at the end of this period up to a further two years by mutual agreement.

## **Selection**

Applicants should submit a CV along with a covering letter demonstrating suitability for appointment.

All applications received will be reviewed against the required criteria by a Treasury selection panel and short-listed applicants will be invited to attend an interview. It is anticipated that interviews will be held soon after short-listing.

It is the intention that appointments, which are subject to Tynwald approval, will be made to commence from 1<sup>st</sup> August 2024.

For further information on the please contact:

- Chief Financial Officer: Caldric Randal, [Caldric.randall@gov.im](mailto:Caldric.randall@gov.im)

Applications can be submitted either via email to [gavin.leggate@gov.im](mailto:gavin.leggate@gov.im) or by post to:

Gavin Leggate  
Financial Governance Division  
Treasury  
1<sup>st</sup> Floor, Government Office  
Bucks Road, Douglas  
Isle of Man  
IM1 3PU

The closing date for receipt of applications is **11.59pm on Sunday 5<sup>th</sup> May 2024.**

**Please note any applications received after this time will not be accepted.**

## Treasury – Board Member Application Privacy Statement

The Treasury will collect and process the following personal data about you as part of the Board Member recruitment process:

- Full name, previous name(s)
- Information about your criminal record (including details of any spent convictions)
- Employment history
- Qualifications
- Personal qualities and experience

This personal data will be used to undertake a standard Worldcheck check of those individuals that will be forwarded for approval to become a Board Member.

The lawful basis for this personal data processing is: processing is **necessary** for the performance of a contract to which the data subject is party or in order to take steps at the request of the data subject prior to entering into a contract.

Your personal data will be shared with the Worldcheck in the United Kingdom as a data controller, and further shared with their data processors for the purpose of criminal record checks and providing their services.

If appointed, your personal data will be retained during your tenure, and deleted or destroyed 12 months after the end of your tenure as a Board Member.

## **Person Specification**

### **Qualifications**

Specific qualifications are not mandatory, but experience or an understanding of the functions of a Board and governance matters are desirable as is a good understanding of industry, particularly the Shipping or Tourism industry.

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### **Experience**

- Experience of being a member of a Committee, Group or similar body would be advantageous.
- Senior management level experience including broad experience of the industries relevant to the Isle of Man Steam Packet Company would be advantageous.
- Participating in the oversight of the risk function within an organisation.

### **Knowledge and skills**

- An understanding of and respect for how both Shipping and Government operates and the influencing factors.
- Understanding of the wider strategic environment and the insight gained from horizon scanning, commercial and financial working experience
- Ability to identify, interpret and evaluate complex information and use probing questions to enable difficult matters to be resolved.
- Ability to evaluate plans and proposals such as strategic plans, budgets and business plans to test out their implications and ensure they are realistic, appropriate and align with Isle of Man Steam Packet Company's performance targets and Government vision and objectives.

### **Personal Qualities**

- The highest standards of integrity and honesty in full compliance with the seven principles of public life, in particular recognising conflict of interest situations
- Ability to maintain confidentiality and good working relationships at all levels
- Ability to bring and convey an external impartial, independent perspective to the bodies
- Ability to rigorously and positively challenge
- Ability to debate issues constructively with other Board members to reach a consensus.
- Ability to use reasoned and independent judgement to make timely decisions understanding their implications and ensuring that they are pragmatic and align with Isle Of Man Government vision and objectives.

- Ability to guide and support other Board members as well as Executives and other stakeholders.
- Able to act as a thought leader who can inspire others.

### **Circumstances/Interests**

- The ability to attend meetings in accordance with the requirements of the Board and to have time available to undertake support work on behalf of the Board from time to time
- To demonstrate an interest in the work of the Board and ideally a relevant professional role be that current or previous

The Isle of Man Government promotes an equal opportunities policy and encourages diversity in its Boards. Appointments are made on merit, following a fair and transparent process. Applications are welcomed regardless of gender, age, marital status, disability, religion, ethnic origin, political opinion, sexual orientation or whether or not you have dependents.

### **Conflicts of Interest**

#### **What is a conflict of interest?**

Board appointments require the highest standards of propriety, involving impartiality, integrity and objectivity. This means that any private, voluntary, charitable or political interest which might be material and relevant to the work of the Body concerned should be declared.

There is always the possibility for real or perceived conflicts of interest to arise. Both are a problem, as the perceived inference of a conflict may, on occasions, be as damaging as the existence of a real conflict.

It is important, therefore, that you consider your circumstances when applying for a public appointment and identify any potential conflicts of interest, whether real or perceived.

#### **Surely a perceived conflict is not a problem, as long as I act impartially at all times?**

The integrity of the individual is not in question here. However, it is necessary for the standing of the individual and the Board that members of the public have confidence in their independence and impartiality. Even a perceived conflict of interest on the part of a Board Member can be extremely damaging to the Body's reputation and it is therefore essential that these are declared and explored in the same way as an actual conflict would be. The fact that a member acted impartially may be no defence against accusations of potential bias.

#### **What should I do if I think I have a conflict of interest?**

You will find a section on conflicts of interest in the application form for you to complete. This asks you to consider and declare whether or not you have a real, or perceived, conflict. If you are unsure if your circumstances constitute a possible conflict, you should still complete this section, in order to give the selection panel as much information as possible.

### **If I declare a conflict, does this mean I will not be considered for appointment?**

No – each case is considered individually. If you are shortlisted for interview, the panel will explore with you how far the conflict might affect your ability to contribute effectively and impartially on the Board and how this might be handled, if you were to be appointed. For example, it may be possible to arrange for you to step out of meetings where an issue is discussed, in which you have an interest. However, if, following the discussion with you, the panel believes that the conflict is too great and would call into question the probity of the Board or the appointment, they can withdraw your application from the competition.

### **What happens if I do not declare a known conflict, which is then discovered by the Board after my appointment?**

Again, each case would be considered on its merits, but a view may be taken that by concealing a conflict of interest, you would be deemed to have breached the Seven Principles of Conduct Underpinning Public Life and your appointment terminated.

### **What happens if I do not realise a potential conflict exists?**

This situation may arise where the applicant is not familiar with the broad range of work which a Body covers and therefore does not realise that a conflict might exist. In some cases, the Panel, with their wider knowledge of the Body, might deduce that there is a potential conflict issue, based on the information on employment and experience provided by the candidate in the application form. They will then explore this at interview with the candidate.

### **What happens if a conflict of interest arises after an appointment is made?**

This could arise for two main reasons. The first is that the member's circumstances may change, for example, they may change jobs and in doing so, a conflict with their work on the Board becomes apparent. The second is where a member is unfamiliar with the range of the work of the Body, but after appointment, it becomes clear that a conflict exists where none had been envisaged during the appointment process.

In both cases, the issue should be discussed with the Chairman and Chief Officer of the Board to decide whether or not the member can continue to carry out their role in an appropriate manner and each case is considered individually.

It may be that the conflict is such that it would be impractical for the Member to continue on the Board, if they would have to withdraw from a considerable amount of the Body's routine business. In such cases, the member may be asked to stand down from the Body.

### **Areas where a conflict could arise**

There are five main issues, which could lead to real, or apparent, conflicts of interest. These are:

- Relevant pecuniary or other interests outside the organisation
- Relationships with other parties/organisations which could lead to perceived or real split loyalties

- Knowledge of emerging policy could give unfair personal advantage to people with allied business interests – for example, access to privileged information or trade secrets
- Perception of rewards for past contributions or favours
- Membership of some societies or organisations

