

HMC Skills Audit

Key Skills	DB	TH	PA	JC	LR
Risk Management and Mitigation (particular focus on Coastal defence, flood protection and mitigation (including knowledge of the Environment Agency) climate change, health and safety and marine engineering)	Y	Y	Y	Y	Y
Knowledge of and management of ports / harbours	Y	/	/	Y	Y
Business Planning / Financial (including securing grant or other funding)/ organisational / strategic planning and management.	Y	Y	Y	Y	/
Knowledge of local stakeholders including the local community (e.g. local authorities, residents, businesses, commercial users, leisure users, caravan site owners, visitors, Blyth estuary)	Y	Y	Y	Y	/
Management / development of property / facilities (and in particular caravan site operation and tourism)	/	Y	/	Y	/
Communications, marketing and consultation	Y	Y	Y	Y	/
Local industrial, commercial or financial matters	/	/	/	Y	/
Management of marine leisure activities	Y	/	/	Y	/
Personnel management	Y	Y	Y	Y	Y
Environmental matters	Y	Y	/	Y	/
Legal	/	/	/	/	Y
Shipping and other forms of transport	Y	/	/	/	Y
General maritime or other nautical experience	Y	/	/	Y	Y

Key Skills		
<p>Risk Management and Mitigation (particular focus on Coastal defence, flood protection and mitigation (including knowledge of the Environment Agency) climate change, health and safety and marine engineering)</p>		<p>DB Four years chair of local flood and coastal protection board. Chair of Suffolk Coastal Forum. Vice chair of Blyth Estuary Group and SCAR.</p> <p>TH History of work with the Environment Agency. Masters degree in Sustainable Development including Climate change. Cabinet Member for Economic Development and Transport.</p> <p>PA For most of my career risk management and mitigation has been an important part of my roles. I have a good understanding of the principles.</p> <p>JC Member of Suffolk Coast Forum, the Environment Task force and local authority Climate Emergency Group. I have extensive knowledge about climate change and have been the lead scientist in projects related to education about climate change.</p> <p>LR I have a general background in risk management and insurance from a maritime industry perspective but not direct experience in flood management and coastal defences.</p>
<p>Knowledge of and management of ports / harbours</p>		<p>DB 25 years professional skipper.</p> <p>TH None.</p> <p>PA I only have limited knowledge of ports and harbours.</p> <p>JC Former user and member of Suffolk Yacht Harbour, Fox's Marina and Woolverstone Marina. Holder of a marine VHF licence giving an understanding of the correct use of radio channels and their usage within Port and Harbour environments.</p> <p>LR Have visited many of the worldwide major cargo ports in a working capacity when negotiating terminal contracts and requirements together with industry colleagues.</p>
<p>Business Planning / Financial (including securing grant or other funding)/ organisational / strategic planning and management.</p>		<p>DB Ran a £350k lottery funded sail training programme in Lowestoft 2012 to 2020.</p> <p>TH Founder and Managing Director of two successful renewable energy businesses since 2006, for which raised over £4m of grant and equity capital.</p> <p>PA I have a good understanding of business, organisational and strategic planning.</p> <p>JC I have secured funding for a development project which included water and soil management. I strategically planned and managed this project</p> <p>LR</p>

<p>Knowledge of local stakeholders including the local community (e.g. local authorities, residents, businesses, commercial users, leisure users, caravan site owners, visitors, Blyth estuary)</p>	<p>DB Ward councillor. Chair of Save our harbour pressure group. Member fo harbour users group. Rep for charter businesses on advisory group TH Owner of local tourism business and renewable energy business. PA I am the member for Wrentham, Wangford and Westleton so I have knowledge of some stakeholders. Building relationships with stakeholders is something I am used to, so I expect to be able to plug any gaps quite quickly. JC As a Member of a Local Authority I sit on many local community bodies which have both commercial and charitable status. I am a Trustee of a Nature Reserve. LR</p>
<p>Management / development of property / facilities (and in particular caravan site operation and tourism)</p>	<p>DB No idea. TH Longstanding interest and experience in property development and especially restoration. PA I don't have specific knowledge of this. JC I have been involved in land acquisition for a Sustainability Project and an art/tourist installation of securing beach huts into the sea to promote knowledge of site specific coastal erosion for locals and tourists. LR</p>
<p>Communications, marketing and consultation</p>	<p>DB Political experience. TH Heavily involved in communications and marketing through my business interests. PA In my past career I was closely involved with managing communications to consumers so I have an appreciation of communications and marketing. JC I have been a presenter on local radio and I Chaired a Committee for the United Nations which involved communicating and consulting with a vastly differing cohort of people speaking many languages. LR</p>
<p>Other Skills</p>	
<p>Local industrial, commercial or financial matters</p>	<p>DB TH PA JC I work with groups and individuals guiding them through the different grant applications. I have designed and developed many industrial designs. I hold a patent for one of my industrial designs. LR</p>

<p>Management of marine leisure activities</p>	<p>DB See above. TH PA No experience. JC A client and user of marine facilities with vessels ranging from mirror dinghies ,ocean-going yachts and motor yachts. I have experienced many examples of marine leisure activities. LR</p>
<p>Personnel management</p>	<p>DB Employed people in businesses. TH Founder and MD of company with 40 staff, experienced in people management. PA I am cabinet member for corporate services which include HR. JC As a former President of the UK section of a UN accredited Human Rights Organisation and a former Regional Trainer with Amnesty International I have much experience in Personnel Management across many nationalities and languages. LR In previous employment was responsible for managing a team of full time and part-time staff across Europe providing full technical and training support to those staff and more general training in basic maritime law and contracts to all customer - facing staff in Europe.</p>
<p>Environmental matters</p>	<p>DB MSc in Environmental Science. TH Degrees in Environmental Biology and Sustainable Development. Longstanding personal interest in environmental matters especially water quality protection, aquatic biodiversity etc. PA I have a keen interest but no specific skills. JC With a Science degree in Sustainable Development with Natural Resources - including coastal erosion, estuary management and oceanography - most of my working life has been involved in caring for, working with and saving our natural environment. The outside bodies I sit on reflect this passion. LR</p>
<p>Legal</p>	<p>DB no. TH PA None. JC I always defer to those with more legal knowledge than myself. LR Familiar with the main international treaties and regulations relating to the carriage of goods by sea, road and air. Represented my company in domestic and international court cases and have also acted as an expert witness.</p>

Shipping and other forms of transport	<p>DB See above.</p> <p>TH</p> <p>PA None.</p> <p>JC</p> <p>LR Worked in the maritime industry for more than 35 years mainly in relation to cargo operations, maritime law and dispute or contract negotiations. Former Chair of a UK container trades organisation which was one of the Govt consultees on changes to maritime law and regulation. Responsible on a day-to-day basis for incident management, dealing with both customers and other parties to resolve legal or contractual issues. Previously also dealt with personal injury and industrial disease cases in the maritime industry.</p>
General maritime or other nautical experience	<p>DB 25 years freelance RYA Yachtmast Instructor and skipper. UK and Europe. Also Rya instructor for windsurfing, powerboats and dinghies. Skipper for various Tallships race from Baltic to Spain, 1998 to 2020. Deliveries across Atlantic, to Med and Indian Ocean.</p> <p>TH</p> <p>PA None.</p> <p>JC I have a Day Skipper's Certificate which gave me knowledge of shipping navigation both electronically and using the appropriate paper chart.</p> <p>LR In my previous employment responsible for managing a pan-European team of both full time and part-time employees responsible for dealing with issues involving cargo and vessel integrity and safety, risk management of assets, liaison with contractors and insurers of all types. Very familiar with maritime documentation such as Bills of Lading, charter parties, terminal contracts, and road haulage agreements (both international and UK based).</p>
<p>In addition, when undertaking HMC business, all HMC members will be expected to actively seek to resolve challenges presented to the HMC through working together in a positive and constructive manner. As such team working and problem solving are important skills for all HMC members.</p>	
Any other relevant information:	<p>DB</p> <p>TH</p> <p>PA</p> <p>JC I have a Masters Degree in Creative Entrepreneurship which has shown me how to think creatively to solve a problem – or many problems.</p> <p>LR</p>