



Internal Communications Manager Middlesbrough



The Company

PD Ports is a leading UK ports business offering end-to-end supply chain solutions, employing over 1,400 people in the UK. With headquarters based in the North East of England, PD Ports owns and operates the UK's third largest port by volume.

The Role

We are seeking to recruit an Internal Communications Manager with responsibility for all aspects of employee engagement and internal communications to support the delivery of our vision to be recognised nationally as a premier seaport and logistics operator and an employer of choice.

This is an exciting role with a focus for planning and delivering effective, innovative and impactful communications through campaigns and day-to-day engagement across the PD Ports group.

The ideal candidate will work with our Executive Directors to develop a strategy that delivers a clear and compelling 'people story' to be presented via a variety of communication platforms. The role will also have a key part to play in supporting the delivery of our transformation plans/projects linked to our strategic goals in areas such as health, safety and wellbeing, culture, leadership, innovation, teamwork, diversity and inclusion, the environment, employee relations, new systems and working practices.

The key responsibilities of the role will include:

Create a year-round calendar of executive visibility events, which include a monthly Team Talk to all wired employees and six-monthly roadshows across our operational sites.

Coordinating CEO communications to include a vlog, blog to share insight on company performance, clarity on our priorities, support for our people agenda, change projects and campaigns.

Working closely with the Exec, SLT, HR and key project leads to deliver communications and drive engagement on key strategic initiatives, providing trusted advice, devising communication plans, measurement and feedback.

Work closely with HR, HSE and ESG team on an internal annual campaign calendar to drive colleague engagement on our people, Health, Safety and Environment, employee relations and ESG agendas.

Ensure communications on company channels is consistent, compelling, accessible, meaningful, and easy to understand across our diverse audiences.

Support the business continuity/incident management teams by developing and implementing a clear and effective internal communication plan.

Have ownership of our company internal channel framework to ensure it works for employees and content owners and providing measurement and insight to demonstrate value.

Have ownership of our intranet and 'Strive' app, including writing and editing regular content and working with IT to ensure the successful deployment for all employees.

Promote and develop an increase in two-way engagement across our channels to respond to employee voice and gain insight.

Providing clarity to the Exec' in respect of our 'air traffic control' across all channels to ensure messages are telling our story, we do not overuse channels and spam our audience and we are not conflicting with external messaging.

The Candidate

The role requires excellent stakeholder management skills and a highly collaborative team player who is comfortable managing multiple messages whilst managing our 'air-traffic' efficiently.

The ideal candidate will have a proven track record in creating and delivering an internal communications strategy, preferably across multiple sites, including employee engagement, channel management, communications planning, change and leadership communications.

The successful candidate will have experience communicating with multiple internal audiences including wired employees and critically, those in operational roles who do not have the same level of access or engagement with digital platforms.

The successful candidate will have the ability to think strategically, be proactive in implementing new ideas and have the skills to manage multiple digital and non-digital communication channels.

The ideal candidate will possess strong project management and organisational skills, be able to prioritise workload, build strong relationships with internal and external stakeholders, encourage and drive two-way communication across the business.

The ideal candidate will possess excellent written and presentation skills and have the confidence to challenge and influence at all levels and be able to thrive in a fast-paced environment managing multiple deadlines.

If you are interested in joining the team at this exciting time, please submit a detailed C.V. outlining your relevant skills & experience along with a cover letter reference R-ICM-026 to:

hr.recruitment@pdports.co.uk

Closing Date: Saturday 4th February 2023



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