



Newlyn Pier & Harbour Commissioners

Commissioner / NED Recruitment

January 2025





Welcome from our Chair

Thank you for your interest in joining the Newlyn Pier and Harbour Commissioners.

As the Chair, I am honoured to lead a board that is committed to supporting the needs of our fishing fleet and respecting the community and history of Newlyn that we are at the heart of. Our board is focused on long-term success, aiming to deliver improvements to infrastructure and services that support our fishing fleet and will help diversify our revenue streams into supporting industries, recreational activities, renewable energy, and conserving the harbour for future generations of fishermen and all mariners.

The present harbour has served our Fishing Industry and mariners very well for over 140 years, but if we are to continue to meet this need, we must grow. This growth is driven by the changing needs of our users, changes in technology, and changes to our climate and environment. But our growth has the potential to be transformational, not just for Newlyn Harbour, but for the whole of West Cornwall and beyond.

Our duty is to guide the strategic development of the harbour for today and to ensure its ongoing success in the future. To do this we need commissioners that are diverse, committed and pro-active, and willing to help us attract inward investment, help to gain support for our vision at all levels, and help us understand and excel on environmental and sustainability.

I wish you luck, and I look forward to hearing how you can help us grow.

Paul Durkin, Chairman.





Overview

Newlyn Pier and Harbour Commissioners, NPHC, are seeking expressions of interest from applicants to fill up to three positions on the **Board of Commissioners**, in accordance with Newlyn Pier and Harbour Orders 1906 to 2010, and the Port Marine Safety Code.

Newlyn Harbour is one of the largest Fishing Ports in England and is the gateway to some of the richest fishing grounds, a port of refuge, and last port of call before leaping to the Isles of Scilly. Our historic harbour and up to date facilities co-exist side by side. Newlyn retains its iconic position as the fulcrum of the Cornish fishing industry, and we aspire to keep it this way.

NPHC has an ambitious vision to support the fishing Industry for generations to come by improving infrastructure and upgrading facilities for both the catching and processing sectors, whilst nurturing a desire to diversify and incorporate marine renewables and other blue economy sectors in this ever-changing world. Therefore, NPHC is looking to recruit motivated and forward-thinking people to continue our exciting, planned growth.

Our website contains updates on the development and Harbour news [here](#), and our annual accounts can be found [here](#).





Development

With Newlyn being home to one of the largest fleets within the UK, coupled with a total value of fish landed to our port at circa £37.6m in 2023 (Marine Management Organisation, 2025), we are keen to build on our present revenue streams whilst exploiting potential growth in all marine sectors.

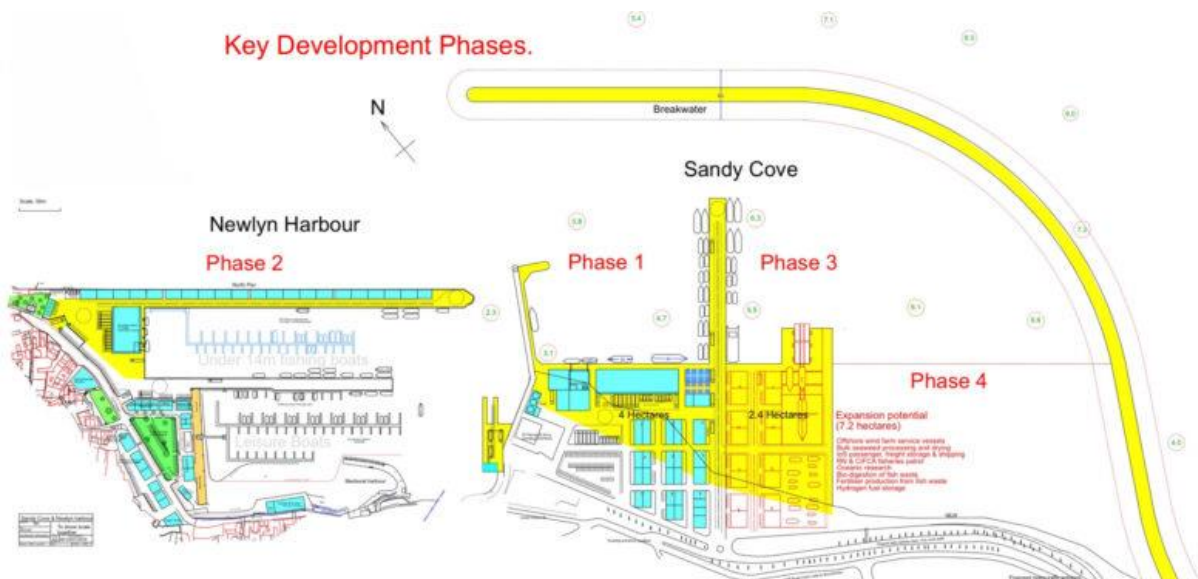
Our vision is for a phased development of reclamation, new and upgraded infrastructure and facilities across our existing estate, and our land at Sandy Cove.

- **Phase 1** — A reclamation of 4 ha of land at Sandy Cove to provide the desperately needed space for industrial units and lay-down areas for our stakeholders. It will also include remediation to the South Pier and a central fuel storage area and improved vehicle access.
- **Phase 2** — Widening of the North Pier, reclamation inside of the Harbour and modification of our existing shoreside infrastructure.
- **Phase 3** — A large breakwater to protect the Harbour and Newlyn, along with further reclamation of 2.4 ha of land at Sandy Cove, and modern Vessel Maintenance facilities.
- **Phase 4** — A final reclamation of land to provide an additional 7.2ha of usable land for the maritime industry.

This is ambitious and we know that it is not going to happen overnight. But work has already started, with a technical feasibility study completed in 2023, a “light touch” economic study completed in 2024, and work to develop further design elements already underway.

Although we are making use of available grant funding where possible, using the Fisheries and Seafood Scheme (FaSS), the UK Shared Prosperity Fund, and the Penzance Town Deal in addition to our own resources to turn this vision into a reality, we know that wide ranging support and inward investment will be essential.

We are also delivering a new “Marine Skills and Resource Centre” in the heart of Newlyn to provide local facilities to train a new generation of fishermen and shoreside trades and workers





Our Shareholders and Stakeholders

Newlyn Harbour, as a trust port, is an independent statutory body, governed by its own unique legislation (The Newlyn Pier and Harbour Orders 1906-2010) and is controlled by an independent Board of Commissioners.

The Trust Board and our employees are “entrusted” and obliged to pass the harbour on, in the same or better condition to succeeding generations. In other words, it is the Newlyn Harbour Board’s responsibility to safeguard and improve the port, so that it flourishes and creates prosperity for our users, local community and businesses.

Trust Ports are independent statutory bodies, with responsibility to manage, maintain and improve a harbour. Trust ports operate on a commercial basis generally without public sector financial support. Unlike a privately-owned harbour, we have no shareholders who require a dividend.

Key Points:

1. Trust port boards are accountable to their stakeholders – wide community.
2. Make information available and operate in transparent way. Annual report.
3. PMSC compliance.
4. Expected to generate a commercial return on their operations.
5. Can borrow.
6. Surpluses are reinvested in the harbour for the benefit of stakeholders.
7. Entrusted Duty - hand Harbour over in the same or better condition to future generations.

The Board & Role

Our full Board is made up of 13 Commissioners who bring a wide range of experience, skills and backgrounds all of whom are required to provide input to Port Policy and Strategic Planning, and at all times, act for the overall good of the Harbour. A review of our Board in line with our vision and purpose determined that our recruitment will focus is to add new skills and backgrounds from one or more of the following priority areas:

- Environmental matters
- Financial matters including funding and investment
- Commercial licensed fishing boat ownership or wholesale fish selling
- Water related leisure interests

Details of our current Board and staff can be found [here](#).

We are committed to increasing the diversity of our Board, and therefore welcome applications from anyone regardless of ethnicity, heritage, gender, disability, sexuality, religion, socio-economic background or other differences.

Appointments offer opportunities to individuals who wish to contribute to the community and to the efficient administration of a busy harbour. The opportunities may include helping to run the harbour more effectively, offering advice on a challenging and complex issue, or helping to broaden a board's approach by bringing a fresh outlook or new areas of expertise to discussions.



Service on the board of a trust port can give you a valuable insight into the practice of government and a wide range of national and local policy issues. It can be a development opportunity for rising stars and can provide those at the peak or end of their careers in the public or the private sector with a chance to contribute their expertise for the public good.

The duties of a board member are considered to be on a par with those of a director of a company, in addition to which there are obligations, responsibilities and statutory duties peculiar to the trust. In particular they will act as completely independent trustees for the benefit of all stakeholders in the trust including all port users and the local community and will abide by the principles of good corporate governance set out in the current guidance provided by the Department for Transport.

Newlyn Harbour Commissioners primary duty (and therefore that of a board member) shall be to take such steps as they consider necessary or expedient for the improvement, maintenance and management of the harbour and the accommodation and facilities afforded or in connection with the harbour, with recognition of the Harbour's role in the region.

A board member is expected to act with independent judgement, to use their skills and experience for the benefit of the board, to be committed to working in the best interests of the Port. They are also expected to devote the necessary time to carry out the functions of board members including service on related a committee (if appointed) and to undertake training in matters relevant to their duties from time to time.

They must be comfortable liaising with stakeholders ranging from MPs and Local Government officers to Newlyn residents and Harbour users.





Roles and Responsibilities

The Board oversees organisational and executive activity to ensure that the management of those activities is effective, transparent and in line with Newlyn Harbour's corporate objectives and duties. This role includes:

- Ensuring safe operations under and compliance with the Port Marine Safety Code (PMSC) including the appointment of key roles
- Ensuring that the organisation manages risk and compliance with relevant maritime regulations and operational procedures.
- Driving improvements in the environmental impact and sustainability of the organisation
- Oversight of the executive's delivery of Newlyn Harbour's organisational objectives
- Dealing with matters referred to Board from Sub-Committees.
- Hold an annual general meeting each year, publish the Annual Review and annual financial reports.
- Budget Management - oversee the detailed budgets.
- Monitor and appraise performance of executive set.
 - Pay and reward for the CEO.
 - Set the policy for employee pay and reward, the implementation of which is delegated to the CEO.
- Ensuring open route of communication with Designated Person and receiving the Designated Person's annual audit of PMSC compliance.
- Ensure a scheme of delegation is in place to support efficient operations.
- Keep Board duties under review to avoid any possibility of failing to discharge them effectively and are sufficient to enable it to manage marine safety effectively.

Person Specification

Newlyn Harbour has a small and dynamic Board which has strategic oversight of a wide range of activities vital to the safe management and economic viability of the Newlyn Harbour. The Board membership is constantly rotating which ensures that the organisation continues to benefit from new ideas and attitudes.

Being a Newlyn Harbour Commissioner is a demanding role which requires dedication and commitment. The Board operates transparently and accountably and is regularly subjected to scrutiny by its stakeholders and the media. The role of the organisation is wide and includes exercising statutory powers and meeting statutory duties

The Board operates to standards set out in guidance issued by the Department for Transport. This suggests the qualities that are sought in board members, it also explains the standard of governance that is expected



Qualities

The following qualities are considered essential for members of the Board:

- Drive, vision, independence, confidence.
- Challenging, proactive approach to board business.
- Ability to motivate and engender respect.
- Ability to negotiate and communicate effectively
- Impartiality and integrity
- Interpersonal skills – the ability to develop good relations within and outside the Board
- Ability to work as a team member/ supportive of colleagues.
- Ability to make a constructive contribution to group discussion – clear expression of ideas.
- Analytical approach to problem solving.
- Ability to formulate strategy
- Good grasp of priorities
- Understanding the Non-Executive Director role versus Executive (Strategic vs. operational)
- Overall business acumen, but to lead in your own area of expertise

Commitment

On average, Commissioners commit to approximately 3-6 hours each month, made up with meeting attendance and agreed tasks. Applicants that are able to commit to in person attendance are preferred, however national locations will be considered and hybrid meetings offered on occasion. Appointed commissioners will be required

- To attend meetings every two months, which are normally held at 9am on a Friday to accommodate active fishermen members.
- Occasional need to participate in working groups/sub-committees, or to represent the Harbour at Regional/National meetings or functions.
- Commissioners are expected to be responsive to email communications





Term

The terms of commissioners are set out in our order all commence on the 31st May. We are seeking to fill the following terms:

- One Commissioner for an initial 3-year term commencing 31st May 2025. This position may then be reappointed up to a maximum of 3 terms.
- Due to the departure of a Commissioner prior to fulfilling the 3 year term, we are seeking an additional Commissioner (casual vacancy) to complete this term to 30th May 2026, and may then be appointed for a further 3 terms.
- We are also seeking one Commissioner on a 1-year fixed term basis, commencing on appointment, and may be reappointed as determined by the needs of NP&HC.

These are non-remunerated appointments; however reasonable expenses will be covered.

How to Apply

If you are interested in this opportunity we encourage confidential conversations with our recruitment partner Anna Jay, MD of Public Leaders Appointments in advance of your application. You can contact Anna at: anna@publicleadersappointments.com or 07904 236 348.

Your application should consist of a CV and covering letter – of no more than 3 sides of A4 each - outlining your motivations for applying and highlight how your skills, knowledge and experience meet the requirements set out above for our new Commissioners.

Applications should be sent to anna@publicleadersappointments.com by 12 noon on 13th March 2025 with reference 'Newlyn'.

Following consideration of applications and shortlisting, we will invite selected candidates to for interview. In person interviews are scheduled for April 2nd 2025.

Photo credits: Lawrence Hartwell & Peter Channon.

