



Chief Executive Officer

Polaris Holding Company Ltd. (Polaris/ the Company) is the parent of Stevedoring Services Limited, East End Asphalt Company Limited, Equipment Sales & Rentals Limited, and Mill Reach Holdings Limited. Reporting directly to and working closely with its Board of Directors, Polaris is inviting exceptional and qualified applicants to apply for the role of **Chief Executive Officer (CEO)**.

Polaris requires the CEO to provide leadership, direction and management of all areas of the Company to deliver, within fiscal parameters, the mission and goals of Polaris. This includes leadership in the areas of day-to-day operations, building teams and staff management, strategic planning and implementation, external stakeholder partnerships, fiscal management, and Board relationship management.

The successful candidate will possess the personal credibility and a track record of building teams and delivering results through an extraordinary ability to communicate, motivate and develop people. A keen awareness of the impact of cultural, economic and political issues that affect the Company is key to this role. Candidates must possess the ability to develop and maintain strong relations with external parties and be able to utilize effective communication skills and persuasion to represent the interests of the Company. They will understand who the external and internal stakeholders are and establish / maintain effective partnerships and open lines of communication. Additional key attributes of a successful candidate include:

- Ability to clearly communicate sensitive and difficult information using appropriate communication styles for the audience; persuade and influence others by employing appropriate negotiation tactics for the situation / audience.
- Understanding that many internal and external factors can impact an organization's key actions and the ability to effectively adapt to a changing environment, taking appropriate risks and continuing to meet strategic goals and objectives.
- Ability to use and install quantifiable milestones and measurements that raise organizational performance and measures of ROI.
- Maintaining a workforce and succession plan and planning processes, recruiting and retaining valuable talent in order to meet the organization's strategic goals and objectives.
- Understanding when organizational structures, processes and technologies need to change; supporting a cultural environment that encourages and supports the evolution of the organizational change; and helping to lead such change to meet organizational mandates.
- Maintaining and building upon the fiscal health of the Company through tight controls, realistic budgets, high levels of accountability and adherence to financial systems and procedures.

The CEO must be organized, resourceful, and optimistic. Candidates should have:

- A 4-year degree from a recognized institution would be preferred, but a combination of education and suitable commensurate experience may be considered.
- At least ten (10) years of CEO or other C-suite level senior management experience with a focus on results-oriented collaborative team leadership, innovative problem-solving skills, strong communication skills and the ability to encourage others to create and share ideas.
- Experience in the container port and asphalt paving sectors in a similar position would be advantageous, as is experience working with unionized teams.
- Excellent interpersonal skills with the ability to communicate across diverse populations.
- Solid financial management experience, specifically with the ability to prepare and manage budgets, cash flow forecasting and management of expenditures.
- Expertise in developing and executing a strategic plan, ideally with previous experience working with a board of directors.
- Demonstrated experience in using and interpreting performance measurements, KPI's and other business metrics to determine the health of an organization and the ability to use those metrics for organizational planning.
- Strong written, verbal and presentation skills along with excellent judgment and decision-making skills.
- Attention to detail with a high level of accuracy and the ability to manage multiple priorities, tight deadlines and pressure situations.
- Strong and positive reputation as a leader in the Bermuda community.
- Proficiency with Microsoft Office suite of products.

Salary is commensurate with experience and shortlisted candidates will undergo a thorough background check. Please submit your resume and references no later than **March 10th 2023** to:

Performance Solutions Limited, Bamboo Link:

<https://performancesolutions.bamboohr.com/careers/33?source=aWO9MjM%3D>

Email: hr@psolutions.bm Ph: 441-232-5270