

REGAL SERVICE COMPANY

A CONFLUENCE CORPORATION SUBSIDIARY

Program Manager

The Program Manager oversees ship repair programs from award through delivery, ensuring work is completed safely, on schedule, within budget, and to contract requirements. This role coordinates internal teams, subcontractors, customers, and shipyard operations to support efficient execution of repair and maintenance work.

Key Responsibilities

- **Contract Management:** Serve as the primary point of contact for the customer. Handle contract administration, compliance, deliverables, and modifications from award through warranty.
- **Project Oversight:** Lead full lifecycle execution — including scheduling, budgeting, resource allocation, and production coordination. Ensure projects meet safety, quality, cost, and schedule goals.
- **Team Leadership:** Direct multi-disciplinary teams (project managers, superintendents, trades like welders/pipefitters/electricians, subcontractors, and engineers). Coordinate daily production efforts and resolve issues on the deck plates.
- **Risk & Performance Management:** Monitor cost/schedule performance, identify critical paths, develop mitigation plans, and manage risks (technical, financial, regulatory). Track progress using tools like Microsoft Project.
- **Stakeholder Coordination:** Interface with ship owners, classification societies, regulatory bodies (e.g., ABS, USCG), and internal departments. Manage subcontractor performance and contractual issues.
- **Safety & Compliance:** Maintain strict adherence to safety protocols, environmental regulations, and quality standards
- **Financial Control:** Oversee budgets, forecasting, invoicing, and corrective actions for variances.
- Perform other duties as assigned.

Required Qualifications & Experience

- **Education:** Bachelor's degree in Engineering (Marine, Mechanical, Naval Architecture), Business, or a related field. Advanced degrees or PMP certification are preferred.
- **Experience:**
 - 8–15+ years in marine/ship repair/shipyard environments.
 - 5+ years in project/program management roles.
 - Strong background in government contracts (FAR/DFARS) is highly preferred
- **Technical Knowledge:** Understanding of ship systems, dry-docking, structural repairs, electrical/mechanical systems, coatings, and testing/commissioning processes.
- **Certifications:** PMP, OSHA safety, or maritime-specific credentials (helpful).

REGAL SERVICE COMPANY

A CONFLUENCE CORPORATION SUBSIDIARY

- Ability to work all shifts and extended hours as needed.
- Valid driver's license and clean driving record.
- Reliable transportation to all worksites and other locations required by the position at the start of the shift.
- Must be able to successfully pass a pre-employment criminal background check and drug screening.
- Experience supporting Navy, Coast Guard, or commercial marine contracts.

Essential Skills

- Strong leadership and team management in a trade-heavy environment.
- Excellent communication, negotiation, and stakeholder management.
- Proficiency in project management software (MS Project, Primavera), Government systems, and Microsoft Office.
- Ability to work under pressure with variable schedules (including nights/weekends).
- Problem-solving, risk management, and data-driven decision making.
- Teamwork and effective communication
- Strong work ethic and attention to detail
- Ability to multi-task in a fast paced environment

Preferred Skills

- Familiarity with estimating, change orders, and claims support.
- Working knowledge of MS Project or similar scheduling tools.
- Understanding of quality assurance, safety programs, and shipyard logistics.
- Experience leading multiple concurrent projects or repair availabilities.

Work Environment

- Marine, shipyard, dockside, and waterfront settings
- Outdoor work with exposure to weather conditions such as heat, cold, rain, wind, and sun
- Work conducted on and around water, vessels, docks, and heavy machinery
- Noisy environments due to engines, power tools, and marine operations
- Potential exposure to grease, oil, fuel, chemicals, and cleaning agents
- Fast-paced, physically demanding conditions requiring constant safety awareness

Compensation & Benefits

- Competitive wages
- Competitive employee benefit package