https://www.nedcapital.co.uk/job/non-executive-director-ned-operations-mentor/

Non-Executive Director (NED) — Operations Mentor

Hiring organization
Ned Capital

Employment Type
Part-time

Beginning of employment
1st February 2026

Duration of employment
Perm

Industry
Offshore Services

Job Location
London, South East, United Kingdom

Working Hours
9-5

Base Salary
£ 600 - £ 800

Date posted
December 30, 2025

Valid through
31.01.2026

Description

Commitment: 2–4 days per month
Location: London (with occasional site/office visits as needed)
Industry: Offshore technical services

About the Business

We are a specialist offshore technical services company delivering high-quality, data-driven surveying and related services to clients operating in demanding marine environments. Having grown steadily over the past decade, we are entering our next phase of organisational maturity — strengthening leadership, improving resilience, and ensuring our operational model scales sustainably.

The Opportunity

We are seeking an experienced **Non-Executive Director with deep operational leadership experience** to provide targeted mentorship and strategic guidance to our Operations Director.

Our Operations Director has grown with the business. As responsibilities have expanded, workload and complexity have increased significantly. We are looking for someone who can:

- Act as a trusted sounding board
- Help them navigate the next period of growth and change
- Support the restructuring of responsibilities, processes, and teams
- Create space for sustainable performance, leadership development, and wellbeing

This is a hands-on NED role focused on practical mentorship and thoughtful challenge, not governance alone.

Responsibilities

Key Responsibilities

- **Mentor & Coach**
  - Provide structured, confidential mentoring to the Operations Team
  - Build confidence, resilience, prioritisation and delegation capability.

    - Help set realistic expectations and healthy boundaries.

- **Operational Insight**
    - Review current operating model, workflows, reporting lines and resource allocation.
    - Identify areas of overload, duplication, gaps and risk.
    - Share best practice from complex, safety-critical or logistics-heavy environments.
- **Restructuring & Scaling**
    - Guide the redesign of roles, processes and structure to make operations more sustainable.
    - Support implementation without destabilising day-to-day delivery.
    - Encourage development of second-line leaders and succession planning.
- **Strategic Challenge**
    - Constructively challenge assumptions and decisions where helpful.
    - Support the Board and CEO in aligning operations with strategic priorities.
    - Help balance growth, quality, commercial performance and people wellbeing.
- **Governance & Oversight (light-touch)**
    - Contribute to board discussions where relevant.
    - Provide an independent lens on risk, operational resilience and people capacity.

Qualifications

What We're Looking For

- Significant senior leadership experience as an **operator** (COO, Operations Director, GM, or similar), ideally in:
    - offshore services
    - marine, energy, engineering, surveying, logistics, or another complex technical sector
- Demonstrable experience **scaling operations** and restructuring teams.
- Proven capability in **mentoring/developing leaders**.
- Strong understanding of operational risk, safety culture and delivery

excellence.

- Calm, pragmatic communicator with high emotional intelligence.
- Ability to balance empathy with challenge — supportive, but commercially grounded.
- Prior NED or advisory experience helpful, but not essential.

Time Commitment & Term

- 2–4 days per month (mix of in-person London meetings and remote support).
- Initial 6–12 month engagement, with potential to extend.

Why Join

- Meaningful opportunity to shape the next chapter of a growing business.
- Direct impact on leadership development, sustainability and operational strength.
- Collegiate board environment with practical, outcomes-focused decision-making.

Job Benefits
Competitive Day Rate £600-£800 per day

Contacts
Ned Capital are a leading Non-Exec Recruiter