



Job Title: Crew Recruitment Manager
Organisation: Clipper Ventures Plc
Salary: £35,000 - £40,000 (depending on experience) plus benefits
Location: Gosport, Hampshire, with some remote working
Type of Contract: Full time

Deadline for applications: 8th May 2026 (applications may close earlier if we find the right candidate before then).

A rare opportunity has arisen to join a fast growing, exciting and high-energy department within the Clipper Round the World Yacht Race team, reporting to the Crew Recruitment Director.

The key objective of the Recruitment Team is to find, interview and secure more than 700 crew members from all walks of life and around the world for each edition of the Clipper Race. We are looking for a candidate at the Manager level. You will need a positive attitude, strong work ethic, and excellent organisational and people skills.

This will be a commercially focused role: You will have sound business acumen and a sales/revenue generating background would be highly beneficial as you will have challenging targets to meet.

Job Description

Working with the wider Recruitment Team, you will also work closely with the Brand, Marketing and PR teams in finding and recruiting Race Crew for the Clipper Race. You will play an active role in developing e-mail campaigns, utilising social media and maximising the potential of new trends in digital communication as they emerge.

Having an in-depth knowledge of the Clipper Round the World Yacht Race is vital so **your personal experience as a Race Crew member onboard a Clipper 70 is imperative.** You will also need to be well organised, confident, and capable in giving group presentations and interviewing potential Clipper Race crew both in the UK and overseas. You must be equally comfortable in front of a camera, a microphone or a room full of people, as you are on the phone or behind a desk.

Potential crew members could be a chief executive or a student, have significant sailing experience or be a novice adventurer. Race Crew come from all walks of life and nations around the world, so a flexible and adaptable communication style is key.

You will need meticulous organisational skills, a keen eye for detail and to be able to multi-task effectively. You will need to be resourceful and creative in finding ways to connect to new audiences, build interest and engage people on a journey from first contact to joining the race. You will need to work collaboratively with both the Crew Management Team and Clipper Race Training department to ensure that crew members progress smoothly through their journey onto the race.

The role is based at Clipper Ventures company Headquarters in Gosport and there will also be occasions when travel is required both in the UK and overseas. This could be in the form of self-planned tours of recruitment presentations, attending trade shows and exhibitions, or race stop-overs. The work is high volume and on an overlapping two-year cycle, so both enthusiasm and stamina are required!

Due to the nature of the business, there will be times when working outside of standard office hours will be the norm.



Key Skills

The role will require you to show a good deal of flexibility and you will be required to display the skills below, which are not exhaustive:

- Engaging people skills
- Advanced and flexible communication skills
- Sales experience (preferable)
- Management/people development or recruitment skills
- Persuasive presentation skills, both written and verbal
- Excellent interviewing techniques both face to face and phone/skype
- Solid Computer skills – standard packages. Experience using Salesforce would be beneficial
- E-marketing and social media experience (preferable)
- Accurate recording and management of data
- Creative use of generation of new leads/contacts globally
- Sound, detailed knowledge of all aspects of the Clipper Race

Competencies

Clipper Ventures is a unique organisation and at its core is a culture of adventure, challenge and opportunity. Clipper Race staff represent that culture in the way they work, interact and carry themselves both internally and externally. The competencies we look for in our staff include:

- Motivated & enthusiastic
- Energy
- Persistence
- Approachable in nature
- Personable
- Team spirit
- Strong work ethic
- Natural Collaborator
- Clear communicator
- Flexibility
- Self-starter
- Creative problem solver
- Methodical and consistent
- Trustworthy

TO APPLY: Please email your CV and covering letter detailing why you want to join the team, and what you would bring to the role, to: Chris Harris (charris@clipper-ventures.com) by 8th May 2026. Please apply early as an appointment may be made before the deadline if the right candidate is found. Please also contact Chris if you would like to discuss the role more informally and/or if you are potentially interested in freelance roles in the future.

NOTE: Applicants need to have participated in the Clipper Round the World Yacht Race on a Clipper 70 to be eligible for this role. Applicants will also require right to work in the UK.