



The Hebe Haven Yacht Club Limited 白沙灣遊艇會
10.5 Miles, Hiram's Highway, Pak Sha Wan, Sai Kung, N.T. Hong Kong
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Notice to Members

Appointment of General Manager

Following the retirement of Rene Verhulst, a search firm, EQ Hospitality, was engaged to conduct a search for potential candidates to be General Manager of the Club.

EQ Hospitality presented a shortlist of five candidates out of a total of around 50 potential candidates (both applicants and candidates who were approached directly by EQ). Three of the five shortlisted candidates were fluent in both English and Cantonese.

First-round interviews were conducted by Joseph Lau and Robert Quinlivan by Zoom. After the first-round interviews, all candidates were considered to be capable of performing the General Manager role and were invited to participate in a second round of interviews with Harvey Jessop and Sonny Payne. Following the second round of interviews, the shortlist was reduced to the three candidates able to speak Cantonese—as this was considered an important attribute for the General Manager. These three candidates were then interviewed by Andrew Badenhorst and Don Johnston in a third round of interviews. Finally, a Cantonese language interview with the three candidates was conducted by Joseph Lau and Eddy Lo.

Following the approval of the General Committee, I am pleased to announce that the candidate who scored strongest in the interviewers' assessments was Paul Arkwright.

Paul has experience in managing his own business for many years and has served as a member of the General Committee for nine years in various capacities. Most recently, Paul has served as Vice Commodore while also chairing the Planning and Works Committee and serving on the HR Committee. Accordingly, Paul is already very familiar with the Club's day-to-day operations, projects and processes, as well as having a solid understanding of the issues and challenges faced by the Club in moving forward over the next few years.

Paul has confirmed that he is committed to serving as the General Manager (which he hopes will last for a tenure of a decade or more) and will sever all his existing business interests to provide 100% commitment to the Club. His membership will also be suspended for as long as he serves as the General Manager to eliminate the possibility of any conflict of interest arising between his role as a Club member and that of a member of staff.

Paul expects to take up his duties as the General Manager of the Club from 6 December 2021. I ask that you extend the usual courtesies to Paul and welcome him in his new role at the Club.

Don Johnston
Commodore
27 October 2021





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會員通告

有關任命總經理

在 Rene Verhulst 宣佈退休後，本會委任一間獵頭公司 (EQ Hospitality) 開始尋找合適的總經理人選。

EQ Hospitality 從總共約 50 名申請人 (包括獨立申請者和 EQ Hospitality 直接接觸的申請者) 中篩選 5 名候選人入圍並進行面試，當中三人佳精通英語和廣東話。

第一輪面試由 Joseph Lau 和 Robert Quinlivan 主持，面試用 Zoom 形式進行。在第一輪面試後，所有五名候選人都被認為能夠勝任總經理一職，並被邀請出席由 Harvey Jessop 和 Sonny Payne 主持的第二輪面試。於第二輪面試後，候選人人數減至三名，他們都是會說廣東話的候選人 (此乃擔任總經理的重要元素)。然後再由 Andrew Badenhorst 和 Don Johnston 進行第三輪面試。最後由 Joseph Lau 和 Eddy Lo 對三位候選人進行廣東話面試。

我很高興宣佈，執行委員會均同意面試評分最高的候選人是 Paul Arkwright。

Paul 擁有多管理自己業務的經驗，並擔任本會執行委員會委員達九年之多。目前，Paul 正擔任本會副會長，同時亦擔任規劃及工程委員會主席，也是人力資源委員會委員之一。因此，Paul 對本會的日常營運、項目和流程非常熟悉。同時，他對本會未來幾年發展所面臨的問題和挑戰亦非常瞭解。

Paul 將致力擔任總經理一職 (他希望任期能長達十年或更長時間)，並會終止他現有的所有商業利益，以提供對本會百分百的承諾。他在出任本會總經理期間，將會暫停其會員資格，以消除任何產生利益衝突的可能性。

Paul 將於 2021 年 12 月 6 日開始履新。請大家熱烈歡迎並支持 Paul 出任本會總經理。

此致

Don Johnston

會長

2021 年 10 月 27 日

