



Come and join us

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In brief

HAROPA PORT, born in 2021 from the merger of the ports of Le Havre, Rouen and Paris, is **France's leading port** and ranks in **4th place among Northern European ports**. Our missions include:

- Reception of ships and river barges,
- Development of rail and river transport as alternatives to road haulage,
- Ensuring fluid goods throughput,
- Construction and maintenance of our maritime and river access channels and infrastructure (quays, embankments, quayside handling areas, navigation channels, roadways, rail lines, riverbanks, etc.), ;
- Protection of our natural areas and promotion of local decarbonisation,
- Development and promotion of our services to our customers,
- Development and marketing of our port industrial areas,
- Guaranteeing security and public safety.

A job with us

As a state public entity, HAROPA PORT has a **headcount of nearly 1,900**, mainly in the private sector, split between the Head Office based in Le Havre and the Territorial Departments in Le Havre (1,200 employees), Rouen (480 employees) and Paris (200 employees).

When you join HAROPA PORT you are joining an innovative organisation that sees the energy and ecological transition as central not only to its activities but also to its port trades. The success of the port is underpinned by a wide variety of different jobs:

- **Development of the port's managed land areas:** urban planning, contractualisation, real estate management, local development, project management, etc.
- **Environment:** biodiversity, natural habitats, decarbonisation of transport and local areas, ecological and energy transitions.
- **Legal and regulatory affairs:** public law, public procurement tenders, taxation, etc.
- **Support functions:** public accounts, finance, IT, MIS, HR, occupational safety, quality, etc.
- **Marketing, communication and sales development.**
- **Project studies and works** (new construction, upkeep and maintenance): electrical and electronic engineering, metal structures, civil engineering, dredging (support crew and officers), buildings, infrastructure, port and coastal engineering, hydrography, roadways and utilities, ship repairs, etc.
- **Safety & security:** cybersecurity, safety of navigation on port waters (Harbourmaster), security on port land, etc.
- **Support functions:** public accounts, finance, IT, MIS, HR, occupational safety, quality, etc.

Take part in the adventure by working for France's leading port and express your talents!

- **Find out about the opportunities** we can offer and respond with an on-line application ;
- Submit an **unsolicited job application**.

Career opportunities and employee support

At HAROPA PORT we are genuinely keen to **support our staff** and contribute to **career-long development of their expertise**. Every year, we define an **ambitious training plan** with a budget earmarked to ensure that our staff can continue a process of steady personal development.

This plan covers all the training programmes provided by the organisation, as well as ability assessments and validations of acquired experience (VAE).

Internal movements (between posts and between geographical areas) are also encouraged, thus ensuring that there are numerous possibilities for individual career development.

Cohesion is central to our activities

Induction of new employees is an important component of our recruitment policy. Our induction pathway provides for a two-phase assimilation process to ensure that new entrants familiarise themselves with the organisation and the Head Office or Territorial Department they have joined.

In the weeks following the employee's arrival, the new member of staff is invited to attend a presentation of HAROPA PORT and the Territorial Department to which they are assigned.

The employee then takes part in **three induction days** with one in each Territorial Department. These events take the form of **guided tours** on the various sites. The induction days encourage familiarisation with our port areas and activities as well as contact and dialogue with other staff members.

The induction days are organised in small groups and are special moments for contact between new entrants at Head Office or in a Territorial Department, as well as with the teams on hand to provide an introduction to their own local organisation.

Every year, all members of staff are also invited to attend an **"employee contact" day**. This offers a unique opportunity to thank the staff for the work done, and also to get to know each other better.

Employee contact day 2022: one year after its creation, HAROPA PORT organised the first employee gathering for the whole Seine Axis. On routes travelled by bicycle, on foot, in buses or on boats, the participants went to find out about the environmental projects of HAROPA PORT | Rouen. Rouen Territorial Department's environment team accompanied them to describe the projects and answer questions.

A new theme is set each year. Each in turn, the teams highlight for their colleagues the issues linked to their jobs, their achievements and their upcoming projects.

The vision of the organisation

The vision for HAROPA PORT is collective.

As the first shared vision for the organisation since the creation of our unified port complex, it underpins our strategic project and describes the internal transformation of our organisation that will enable us to achieve our core objectives over the period to 2025.

It has been **defined collectively** with a major goal that embodies the objective of our transformation: "Collectively, we aim to become a responsible organisation that develops for France and for the world an innovative and sustainable model for the port and industry".

That goal is underpinned by four core focuses for transformation:

WE WILL BE INNOVATIVE



WE WILL DEVELOP OUR CORPORATE CULTURE



WE WILL BE AN EXEMPLARY ACTOR FOR CSR ON THE SEINE AXIS



WE WILL CONTRIBUTE TO THE SUSTAINABLE DEVELOPMENT OF THE SEINE AXIS





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