

JOB WEBSITES IN SHIPPING INDUSTRY

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This document aims to help professionals seeking a job in shipping industry. There are many places in the web for someone to browse and gain valuable help for his career. Besides the job websites, the professional can mold his career path on his own, using the power of social media and LinkedIn to connect employers and employees from around the globe.

Shipping, jobwebsites, social media, LinkedIn

I. INTRODUCTION

The shipping industry, as a career is a peculiar one, absolutely different from the conventional. The number of marine career opportunities provided by the industry is massive. The best part is that if you are a maritime professional and seeking a new job, then you never know which country your next job will take you to. Moreover, if you are a seafarer working on ships or in the offshore industry, you would continuously prowl, looking for better companies, salary, and working conditions. Well, those might also be the reasons to look for a new job in every field, but for a mariner they contribute a little “extra” towards deciding a new maritime job opportunity. Online maritime jobs search has reached its all new high with several quality websites and social networking hubs coming-up in the recent years. If you are a maritime professional looking for a new job, there are several jobs websites for maritime available online that feature latest job opportunities in the marine industry.

II. DEFINITION OF SHIPPING

A. Shipping

First of all, in order to explain how websites help candidates to find jobs and companies, as well, to publish job posts and find the perfect fit for every position, it is required to define shipping. As shipping, we mean all activities connected and supporting the transport of people and goods by sea. For example, no matter if it is a dry bulk ship or a cruise ship, it has the same importance for the industry.

B. Statistics for shipping in Greece

In Greece, shipping is one of the most important industries and reflects approximately 7% of the Greek Gross Domestic Product (GDP). The annual inflow to the Greek economy ranges between 13 and 19 billion Euros and according to the Naval Chamber Exhibition, there are 192,000 Direct and Indirect Employees. One other surprising fact is that Greek

ship-owners were the first in the world in buying and selling ships for 2016.

III. ONSHORE AND OFFSHORE JOBS

In general, the place where a person works defines whether it is called an onshore or an offshore job. In most industries, onshore and offshore is linked to outsourcing where the employee of company X has to work at the premises of company Y, in order for company Y to benefit from the qualities the employee can offer while minimizing the costs of hiring and educating a new employee.

However, in shipping industry the separation of onshore and offshore jobs has actually to do with the place of work and not always the employer:

A. Onshore jobs

Onshore jobs are those that the employer works at the premises of the company and it is mostly an office job. The employee is usually a Bachelor's or Master's graduate in his or her major and a typical example of this is the ship broker. A ship broker is a person who is responsible for the transport of goods by sea and the buying and selling of ships on behalf of clients.

B. Offshore jobs

On the other hand, the offshore jobs refer to those who work outside the office walls. The offshore industry primarily comprises of two industries - the offshore oil and gas industry and the offshore renewable wind energy industry. The offshore oil and gas exploration and production industry offers a wide range of occupations for both entry-level and experienced professionals. Offshore occupations are very challenging and may demand working long hours in difficult conditions, but the rewards are great in comparison to onshore jobs. that you use in an equation.

IV. MARITIME LAW

The maritime law regulates the working conditions in the naval profession in Greece, and if someone wants to be employed in maritime, it is necessary to issue the Maritime Letter. The certificates and training required for the publication of the naval brochure are essentially derived from the 2010 International Convention STCW Manila amendments. The ship's working conditions and the labor rights of seafarers in our country derive from the Maritime Labor Convention (SAW)

A. ISSUE OF COLOR BLUE NAVAL BOOKLET

This provides the registered seamen, who meet the requirements of PD 25/1986 (Government Gazette A120) as amended by the Presidential Decree. 247/1989 (Government Gazette A11), PR. 79/1997 (Government Gazette 65) and PD. No 174/1999 (Government Gazette A '164) and have no sanitary fitness restrictions on the possibility of seafaring at positions corresponding to the seafarers' evidence of possession. In this category, the proof of successful graduation from the basic course of the School of Rescue and Firefighting Instruments (SASPM) is a prerequisite and that they hold a Gymnasium Certificate.

B. ISSUE OF COLOR BLUE NAVAL BOOKLET WITH YELLOW PAGES

The publication of a blue naval booklet with yellow pages is made to those who are registered with limited ability to take on board for health reasons. Holders of such a brochure are only authorized to engage in the Machine, General Services and lower crew sectors at positions corresponding to the seafarer ship certificate. Upon the issue of the Seafarer's Letter, the Recognizing Authority shall delete the indication or indications that do not correspond to the relevant opinion of the NAVET.

C. ISSUE OF RED NAVAL BOOKLET (SPECIAL REGISTRY)

The issue of the red naval booklet (Special Registry) is issued for prospective seafarers aged 30 years or over or who have graduated from Primary (Primary) or have not attended the School of Life and Firefighting Instruments. For those who have not attended the Fire Brigade School, during the census it is observed in the Maritime Brochure that they are allowed to be signed on any ship for a period of nine (09) months after the end of the above period if it is not presented by the seaman a certificate of attendance at a School of Salvation - Fire Brigade within nine months at the registering authority cannot be carried out and deleted. Presidential Decree 260/2001 (Government Gazette A '185).

For work in the maritime sector in most foreign countries, the basic conditions are similar to those in Greece as derived from the SNE 2006 and the International Convention of 2010 STCW Manila amendments. Training on the 2010 Naval Base STCW Manila amendments can be certified online. The primary purpose of the Convention is to determine the seafarers' rights and the conditions of decent work

V. JOB WEBSITES IN GREECE

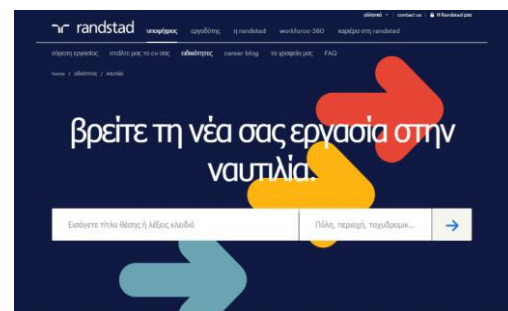
In Greece there are plenty of websites that assist the candidates and the companies alike to find the most suitable professional for every position. Almost all the websites are job portals in general, letting the job seeker to search and define the results by using keywords, such as maritime and shipping, in the search "area". However, CareerNet by Nautemporiki is used primarily for shipping job post, due to the connection of

Nautemporiki with the industry. Some of the most popular websites are:

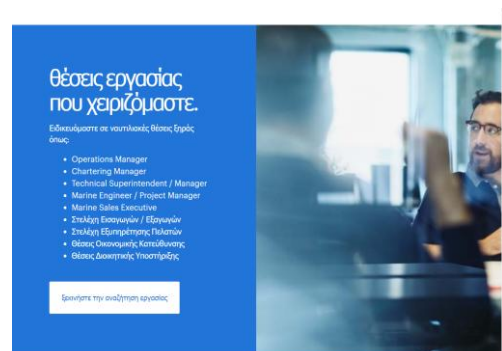
- 1) *Kariera* (www.kariera.gr)
- 2) *Adecco* (www.adecco.gr)
- 3) *Randstad* (www.randstad.gr)
- 4) *Carrernet* (www.careernet.gr)
- 5) *ICAP* (www.icap.gr)
- 6) *Jobfind* (www.jobfind.gr)
- 7) *Skywalker* (www.skywalker.gr)
- 8) *Proson* (www.proson.gr)
- 9) *Indeed* (gr.indeed.com)
- 10) *Xrysi Eukairia* (www.xe.gr)
- 11) *Company's official website (career section)*

A. ANALYSIS OF RANDSTAD EXAMPLE

Randstad has a well-organized website in terms of recruiting for each job section. More specifically, it has a special section for shipping, which is very easy and simple to use as a tool in order to find and apply for the job you wish to be hired to.



First of all, the user can search with key words each job, for example (shipping, maritime etc.).



Then the website shows the available positions that it manages as a list.

Περιγραφή εργασίας

Do you want to work in a fast paced Operations team, within a Greek ship owning company (Oil Chemical & Cement vessels)?

Do you have 2-3 years experience as Assistant Operator in structured, leading shipping company?

Can you handle the demands of the Operations department of a growing shipping company?

Then, we have the ideal Assistant Operator job for you.

- Support the day to day activities of the operations department
- Communicate with vessels, officers, crew, charterers, brokers, agents regarding operations of the vessels
- Coordinate and implement necessary correspondence; emails, documents, reports and phone calls
- Prepare reports on productivity and make plans to resolve any issues and improve productivity
- Determine matters of top priority and handle accordingly

παροχές

- Opportunity to continue your career in the shipping sector
- Opportunity to develop yourself within the fast paced Operations

The candidate then can view the position's requirements, duties and benefits.

email *

Κωδικός πρόσβασης *

Ο κωδικός σας θα πρέπει να περιέχει 8 με 12 λατινικούς χαρακτήρες. Ο κωδικός πρέπει να περιέχει τουλάχιστον ένα ψηφίο

επιβεβαίωση κωδικού *

Όνομα *

Επώνυμο *

παροχές

- Opportunity to continue your career in the shipping sector
- Opportunity to develop yourself within the fast paced Operations

CONTACT US

Finally, the user can apply easily by creating an account in the website using only his email as well as using a username and a password of his choice. Also the candidate can attach his CV, regardless if there is an available position that he wants to apply for or not.

VI. JOB WEBSITES ABROAD

On the other hand, when a person tries to find a job in shipping abroad, there are many more options that will help him. In comparison to websites in Greece, such as Randstad, you can browse in a wide range of websites and agencies that offer various types of jobs in shipping. A brief list of these websites is the following:

- 1) Viking recruitment (www.vikingrecruitment.com)
- 2) Job2sea (www.job2sea.com)
- 3) Crewell (www.crewell.net)
- 4) SeaCareer (www.seacareer.com)
- 5) Maritime Connector (www.maritime-connector.com)
- 6) Spinnaker Global (jobs.spinnaker-global.com)
- 7) The Broker Agency (www.thebroker.agency)
- 8) Flagshipmgt (www.flagshipmgt.com)
- 9) Halcyon recruitment (www.halcyonrecruitment.com)
- 10) Faststream (www.faststream.com)
- 11) Alchemy recruitment (www.alchemyrecruitment.com)

B. ANALYSIS OF THE BROKER AGENCY (BOUTIQUE SEARCH FIRM) EXAMPLE

The Broker Agency website is an example unlike the others. It is a boutique search firm, not like Randstad that was

explained in the above section, were it is focused in recruiting the brightest talents in the industry

THE BROKER AGENCY

HOME BLOG HIRE REGISTER CONTACT US

ABOUT US

The Broker is a boutique search firm focused on recruiting the brightest talent within a fast-changing international landscape of global trade. Our relationship driven model ensures that we are able to partner with clients and candidates to create the best partnerships and effectively put the right people together.

Our clients are shipbrokers, shipowners, traders, hedge funds, banks and interdealer brokers.

CONTACT US

On the first page, you can find some details about the agency. As it is stated, it is the “*relationship driven model that ensures the ability to partner clients with candidates in order to create the best partnerships and effectively put the right people together*”. Additionally, Agency’s clients are mainly shipbrokers, ship-owners, traders, hedge funds, banks and independent brokers.

THE BROKER AGENCY

HOME BLOG HIRE REGISTER CONTACT US

NEW CLIENTS

Name

Email

Subject

Message

Send

The Broker Agency enjoys relationships with a number of leading organisations within the maritime sector and almost all our business comes through internal referrals & recommendations. We maintain a closed client portfolio and concentrate on building lasting relationships.

If you feel we may be the best partners to support you, please feel free to contact us and we will come back to you.

The main purpose that this website tries to fulfill is to bring in touch top-employers with top-employees. The prospective clients have to begin contact with the agency by filling a contact form with their name, email, subject and message. The Broker Agency tries to maintain a closed client portfolio and encourages to feel free and seek for support.

THE BROKER AGENCY

HOME BLOG HIRE **REGISTER** CONTACT US

REGISTER WITH US

If you would like to register with us and be considered first for new opportunities, please submit your CV using the form below.

Full Name * Firstname Lastname

Email Address * Your Email

Phone Number Phone Number

Upload Your CV * **ATTACH CV**

SUBMIT

Moreover, candidates have the opportunity to initiate contact with the agency by filling a contact form and registering in the agency's database. The candidate has only to fill his full name, email, phone number and upload his CV. The agency creates a database of professionals seeking for a job opportunity and tries to match the clients' openings with the suitable (or seemingly most suitable) person for every occasion.

I. THE COMPANY'S WEBSITE AS A RECRUITING ASSISTANT

Nowadays the majority of companies have also organized their website with a special career section in order to give the right candidate the opportunity to shine. It is essential for a candidate to browse in a company's website in order to learn more about the company, its history and its vision. Moreover, the company has a great challenge in this. The challenge is to build a "business" website with emphasis on the benefits of working there and giving the chance to apply either for a job opening or just submitting his CV. In this way, the company benefits from attracting a great number of candidates and choosing the best out the bucket. However, the CV submission process should not be very difficult, easy to submit, but not very easy in order to deter those who are not sure about the company.

ALMI TANKERS S.A.
Committed to operational integrity

HOME THE COMPANY NEWS THE FLEET POLICIES **CAREER OPPORTUNITIES** OUR PERFORMANCE CONTACT US SEARCH

Careers Aboard
Careers Ashore
Open Vacancies
Submit a CV for a career ashore

Welcome to Almi Tankers S.A.

As we can see on the picture, the website of ALMI TANKERS has an option of aboard and ashore job positions. The candidates can either apply on a certain position or they can send their CV for future job openings. (import file).

I. LINKEDIN

LinkedIn is an insanely useful tool for every working person, not to mention every job-seeker, company or even student. It can be described as a social networking tool/media which focuses on a more professional, character of the user. It has a continuous usage increase which is reflected by its member growth index which counts 2 new users per second.

The user can create a profile with professional orientation. The completion of elements such as studies, experience, professional skills, interests or even recommendations helps the user building a solid profile on the platform. However, the digital technology aspects of LinkedIn, offers some other useful features including **Endorsements**. It provides also the feature to connect with people who know the candidate such as partners, colleagues or friends. Among the other features, you can join specific groups, with specific interests and active participation in discussions. It provides also the user with the latest updates and news around the sector.

It is also used and preferred by business executives and managers throughout the world, as well as by staffing companies mainly because it gives the ability of posting a job. It's considered a fast and instant search for candidates with specific skills to fill positions.

LinkedIn is not a replacement for a conventional CV but it has become a very useful, if not essential, complement to it. If you are, or aspire to be, in a professional role then you must join, as recruiters who receive your CV will check to see if you are also on LinkedIn. If you are not, they will assume that you are either technologically outdated or perhaps have got something to hide.

I. SOCIAL MEDIA

Social media and social networking are the rage right now, in business and in private life. We humans like to connect with each other, and we have just discovered a wonderful venue emerging for us to use. Naturally, as with anything social, job search is a large portion of what is happening.

Most employers and recruitment agencies today are using social media to source the right candidates, which means it should be a big part of their candidate job search strategy. On-line social network sites have become an essential forum for job seekers to advertise their skills and allow them to establish their social brand, network with people online, identify job opportunities, and turn those leads into real-life job opportunities. CV is normally only seen by those to whom they have either sent it directly, or by recruiters who have paid for access to the candidate database of a recruitment website, so by using social media sites in their job search, they can increase the visibility of their professional profile and be seen by the wider world. It puts the skills and experience into the public domain and provides opportunities to network online

with professionals from all kinds of different employment sectors.

It's proven that 91% of professionals and recruiters does the commonly known as social check. This means that they check the candidate through his social media profiles and accounts such as Facebook, LinkedIn and twitter. As a result 47% of employers "know" the candidate before even the first interview.

Using social media in job search help the candidate

- Apply for advertised roles easily and quickly
- Be more visible to recruiters who are using social media to advertise their jobs and source candidates
- Build a network and engage with a wider audience across multiple social channels
- Speak directly to recruiters, head-hunters and prospective employers throughout the job search by engaging with them across all channels in real time

II. TOP EMPLOYERS

A common rule in every industry is that the brightest talents seek for the brightest companies to hire them and evolve them personally and professionally. That is that reason that below are listed the top-employers in the shipping industry.

1. Anangel-Maran Tankers Gas
2. Euronav-Gaslog LNG
3. Navios

4. Dynacom-Dynagas-Sea Traders
5. Cardiff-Dryships-TMS-Ocean Rig
6. Gener8-Genco
7. Starbulk/Product
8. Alpha/Amethyst/Pantheon
9. Thenamaris
10. Marmaras-Delta Tankers

The above mentioned employers are based in Greece are have been selected because of the number of ships that they own or use and the capacity of them.

CONCLUSION

Companies nowadays have higher expectations from their employees in terms of working hours and also studies. Looking for the brightest talent, they sometimes lead themselves in a vicious circle. On the other hand, employers are a continuous search of an opportunity for professional growth and continuous empowerment of their skills. As a result, the job search is a game for good and stubborn players, but the help of websites is vital. The prospective employer has to 'build' his professional profile with attention to detail and gain value from the burst of technology and the various opportunities that it can offer you.