



Introduction

Established in 2013 MARPRO Search and Selection is a recruitment company specialized in shore-based profiles with maritime experience.

MARPRO can assist with search and selection of relevant profiles and act as an employment agency for consultants and freelancers.

MARPRO™

SEARCH & SELECTION



Located in the Heart of
Northern Europe



Jakob le Fevre
Managing Director
Principal Recruiter
Master Mariner

- 47 years
- Master Mariner 1998 – 5 years sailing time
- Working in various executive roles for suppliers to the maritime business 2001 – 2010
- Partner JOB2SEA 2010-2013
- Founder MARPRO 2013
- Founder and partner Danish Maritime Fair 2013-2016
- Owner MARPRO Search & Selection / Maritimeprofessionals.net 2017
- 17.000 1st contacts LinkedIn
- Own maritime LinkedIn groups Maritime Professionals and Maritime Deck Officers with a total +60.000 members
- Certified in Thomas International Assessment System



Louise Windelboe
Head of Consultant Department
Recruitment Consultant
Surveyor & Master Marine

- 40 years
- Master Mariner 1998 – 9 years sailing time
- Working at sea 18 years, offshore superintendent, captain, QHSE Manager and navigator
- 2014 Marine Warranty Surveyor for Survey Association
- 2018 Independent Surveyor – Owner Pippin Offshore Consultancy
- 2019 Head of Consultant Department – MARPRO



Services

- **Job advertising** – own and external media
- **Headhunting / Search & Selection**
- **Employment Agency** for Consultants and Freelancers
- **Agent Match**
- **Personality and Cognitive Assessments** (Thomas International)
- **Consultancy**



Reasons to consider MARPRO as your recruitment partner

- 50 years of experience from the maritime business
- Large network – both national and international
- Practical approach and personal service
- Performs Best Practice recruitment
- High ethical standards
- Utilizing latest tools – Recruitment 2019
- Strong channels to reach the market
- 100% focus on profiles with maritime experience
- Save considerable time
- Competitive prices
- Proven track record
- GDPR Compliant Operation



Search & Selection Terms & Conditions

- Start fee incl. job advertising package 6.500 DKK invoiced on order
- Search & Selection fee: 1 months gross salary or fixed price invoiced when contract with candidate is signed
- No Cure – No Pay on Search & Selection fee
- 6 months warranty period. If employment is terminated by candidate or company within this period, we will offer a new process without any additional payment
- 20% on additional candidates employed within the same process
- 3 months exclusivity
- 50% of Search & Selection fee if process is terminated for reasons outside MARPRO's responsibility
- Off limit clause: We will not actively contact candidates from your organization within a period of 2 years after placing a candidate



Sectors that we support

Authorities , Bank & Finance, Bunkers, Education, Equipment Suppliers, Fishing & Aquaculture, Insurance and P&I, Maritime Services, Media , Offshore, Offshore Wind, Organizations, Ports & Terminals, PR & Communication, Recruitment, Ship Design, Shipowners and Managers, Shipping & Logistics, Shipyards



Examples of Assignments latest 12 months

Operator, Dry Bulk Operator, Area Sales Manager, Teacher, School Inspector, R&D Engineer, Division Manager, Stowage Coordinator, Key Account Manager, Sales Account Manager, Dry Bulk Chartering Manager, Dry Bulk Shipbroker, CEO, Shipping Manager, DPA, CFO, General Manager, Technical Superintendent, Technical Project Manager, Research Analyst



MARPRO Clients



Video introduction

