

MARPRO™

MARITIME PROFESSIONALS



GLOBAL SPECIALISTS IN MARITIME & SHIPPING RECRUITMENT

WE CONNECT PEOPLE AND COMPANIES

EXPERIENCE IS KEY



Established in 2013, MARPRO is a recruitment and consultancy company, specialising in talent with shipping and maritime experience for both permanent employment, project work and global company PartnerMatch.

“One of the reasons we excel in recruitment and consultancy is the fact that we can tap into our own extensive experience in the maritime business. Sailing experience at all levels and onshore world-wide executive experience has formed our cultural understanding and

our ability to anticipate challenges for candidates and companies. MARPRO Recruitment Consultants always have a minimum of 10 years’ experience within their field of expertise.



Jakob le Fevre

Owner of MARPRO



YOUR RELIABLE MARITIME RECRUITMENT PARTNER



MARPRO is a recruitment and consultancy firm, specialising in the recruitment of talent with shipping and maritime experience and global business partner match. The company was established in 2013 and has since developed into the recruitment partner of choice for companies and organisations active in the shipping and maritime sector in Denmark, where the company originates.

In addition to traditional recruitment and crewing-related services, we specialise in matching companies world-wide.

OVERVIEW OF MARPRO SERVICES

- Job advertising
- Recruitment and attraction of talent
 - Executive search and selection
 - Headhunting
 - Search and selection
 - Basic search and selection
 - Semi-search
- Employment agency
- Outplacement
- Partner match
- Personality and cognitive assessments
- Consultancy

“We have been very happy with the services offered by MARPRO in relation to our search for a new Shipping Manager. The process has been fast, smooth and efficient, and the candidates presented to us have all been well qualified for the vacant position. We are looking forward to working together with MARPRO next time we are in the market for a new colleague.”

Teddy Folmer
CEO



CANDIDATE ASSESSMENTS



MARPRO is certified in one of the most recognised assessment systems in the world, Thomas International. We can offer two assessments:

PERSONAL PROFILE ANALYSIS (PPA)

In just eight minutes, the Personal Profile Analysis psychometric assessment will provide an accurate insight into how people behave at work. It will answer questions such as: What are their strengths and limitations? How do they communicate? Are they self-starters? What motivates them?

GENERAL INTELLIGENCE ASSESSMENT (GIA)

Cognitive ability relates to how quickly and accurately a candidate can process information. Information can be presented verbally, numerically or in spatial and abstract forms. The Thomas General Intelligence Assessment measures the candidate's cognitive aptitudes and abilities across five areas: Reasoning, Perceptual Speed, Number Speed & Accuracy, Word Meaning and Spatial Visualisation.



MARPRO's network and processes led us to the right candidate - in very short time

"MARPRO helped Unifeeder A/S recruit our newest stowage coordinator in a situation where time was scarce and full focus was the key to success. MARPRO's network and processes led us to the right candidate in a very short time and the flexible approach enabled them to smoothly adapt to our needs. We can definitely recommend MARPRO for positions in the maritime field."

Trine Ahlmann-Ohlsen
HR Manager

MARITIME RECRUITMENT



We focus on every single assignment individually and keep our clients updated with all relevant information. We never disclose any of our communication with a third party, and we ensure that our clients are promoted in the most professional manner. We understand the nature of the business, and it is in our interest to identify candidates who will not only be able to fulfil the professional obligations, but also fit into your organisation.

EXECUTIVE SEARCH AND SELECTION

A fully-facilitated public process – recruitment of C-level positions.

HEADHUNTING

A fully-facilitated process operated without any public presence – recruitment of specific and hard-to-find candidates.

SEARCH AND SELECTION

A fully facilitated process.

BASIC SEARCH AND SELECTION

We take care of all the hard work and only deliver interviewed candidates that fulfil the objective criteria and fit into your organisation.

SEMI-SEARCH

We ensure that relevant candidates are applying for the job and forward all candidates that fulfil the objective criteria, based on CV and application.

EXAMPLES OF ASSIGNMENTS WITHIN THE LAST YEAR

AB, Agent, Area Sales Manager, Business Development Manager, Captain, Charterer, Chief Engineer, Chief Executive Officer, Chief Financial Officer, Chief Mate, Designated Person Ashore, Division Manager, Dry Bulk Chartering Manager, Dry Bulk Freight Trader, Dry Bulk Operator, Dry Bulk Shipbroker, Freight Trader, Foreman, General Manager, Handy-max / Supramax Trader, Inspector, Junior Sales Account Manager, Key Account Manager, Navigation School Inspector, Navigator, Operator, Project Manager, R&D Engineer, Research Analyst, Sales Account Manager, Sales Manager, Senior Dry Bulk Operator, Service Engineer, Shipping Manager, Stowage Coordinator, Surveyor, Teacher, Technical Advisor, Technical Project Manager, Technical Sales Support, Technical Superintendent.



EXAMPLES OF FREELANCERS AND CONSULTANTS

THAT WE CAN PROVIDE AT SHORT NOTICE



The candidate profiles below are examples of professional maritime personnel working as freelancers and consultants for MARPRO. We cannot guarantee the availability of these specific candidates. However, if they are already engaged, we can provide suitable alternatives at short notice.

■ Education ■ Specialty ■ Years of experience ■ Age

MARITIME SALES SPECIALIST

■ Boilermaker
■ Boilers
■ 29 ■ 62



INSURANCE SPECIALIST

■ Shipbroker
■ Insurance & claims
■ 32 ■ 58



MECHANICAL SPECIALIST

■ Mechanical engineer
■ Engineering and Korea
■ 29 ■ 56



TRAINING AND EDUCATION SPECIALIST

■ Marine mechanical Engineer
and Technical Management
■ Maritime Education
■ 12 ■ 43



NAUTICAL SPECIALIST

■ Master mariner STCW Re.II/2
■ Master mariner, DPO,
HR manager, HSEQ
■ 28 ■ 52



PROJECT MANAGEMENT SPECIALIST

■ Naval architect
■ Maritime project management
■ 38 ■ 60



ENGINE AND INSPECTION SPECIALIST

■ Marine engineer
■ Site and drydocking manage-
ment, 2-stroke 26MC-98MC
and 4-stroke engines
■ 31 ■ 59



GENERAL MANAGEMENT SPECIALIST

■ Master marine, mechanical
engineer and MBA
■ Offshore wind farms, projects
and general management
■ 20 ■ 50



TRAINING AND AUDIT SPECIALIST

■ Master mariner, maritime business
management, engineer Class VI
■ Training, inspections, audits and
consultancy services
■ 25 ■ 53



WARRANTY SURVEYOR SPECIALIST

■ Master mariner
■ Offshore wind, surveys
■ 20 ■ 41



ISM AND DAMAGE SURVEY SPECIALIST

■ Master mariner, electrician,
ship mechanic and marine
insurance
■ 37 ■ 55



MARINE LEGAL SPECIALIST

■ B.Sc. Master of law, maritime
law and MBA
■ Legal matters related to
commercial shipping
■ 21 ■ 54



MARITIME EMPLOYMENT AGENCY



Are you in urgent need of a specialist or interim manager? Do you need to add competencies to your organisation for a time-limited period?

Consultants and freelancers are an attractive, flexible workforce that you can appoint as required. MARPRO has established a large network of professional maritime freelancers and consultants who can join your organisation at short notice. Technical superintendents, site managers, docking managers, purchasers, project managers, nautical and sales professionals, general managers, legal and valuation specialists, to name just a few.

"We have used MARPRO Search & Selection and we are very satisfied with the whole process. They offer a competent and professional service and their network within the maritime industry is very impressive."

Jacob Guldager

Director of Operations and Branch Manager



EXAMPLES OF CONSULTANCY SERVICES WHERE MARPRO CAN ASSIST

- Cable installation in offshore wind farms
- Cable repairs
- Cargo surveys
- Client representation
- Condition surveys
- Docking assistance
- DP trials
- External sales profiles
- Heavy lift supervision e.g. on substations
- HSEQ & ISM
- HSEQ management
- Inspection of vessel damage
- Interim management
- Jointing operations
- Legal affairs
- Marine coordination
- Marine warranty surveys
- Mobilisation of cable-laying vessels
- P&I surveys
- Pre-entry surveys
- Review and approval of method statements
- Review of vessel certifications
- Site management
- Suitability surveys of vessels
- Towage approvals
- Travelling repair jobs

OUTPLACEMENT



We have one mission with an outplacement – to get the candidate back into the right job as soon as possible.

THE SESSIONS INCLUDE:

Interview in person or by Skype.

- Detailed review of your CV, your application and your LinkedIn presence and a report of possible improvements.
- A picture taken by a professional photographer for CV and LinkedIn.
- Coaching in the job search process.
- Job interview training.
- Six months open inbound telephone/email for relevant questions.

PROCEDURE

A dismissed candidate is associated with a MARPRO career consultant who acts as a sparring partner throughout the course. The course is based on three modules of 2-3 hours' duration which must be completed by personal attendance. Each course is adapted to current needs. The advisor is available between meetings by email and telephone. After the three modules, there is a follow-up on a monthly basis. The dismissal is followed up throughout the process from resignation to a new job or termination. The process lasts up to six months from the first meeting.

MODULES

MODULE 1

- Introduction
- The candidate presents his / her story
- Requirements of a new job
- Reactions to change
- Review of CV, applications and LinkedIn profile
- Activity plan

MODULE 2

- Follow-up conversation
- Follow up on activities
- Review of targeted application, CV and LinkedIn profile
- Portrait photo for CV and LinkedIn taken by professional photographer
- Jobs through networking
- Job search as a process

MODULE 3

- Follow-up conversation
- Follow up on activities
- Training in telephone follow-up
- Interview training
- Preparation for analyses and tests
- Body language
- Preparing for the job interview

We aim to understand the candidate's personal situation. In addition to offering advice regarding professional matters, we strive to find the best solution in order to establish an appropriate balance between the candidate's work and private life.

PARTNER MATCH



MARPRO is well connected in the global maritime business. We can assist you in identifying relevant business partners world-wide.

PROCESS

1. Clarification meeting

To understand your requirements and the products and services you offer.

2. Research phase

We will promote the option, target relevant companies and encourage them to apply for the partnership.

3. Screening phase

We invite a relevant contact from the applicant company to an interview to discuss the opportunity in detail.

4. Report

You will receive a report with contact details of the shortlisted companies and our input. The service is offered on a “no cure, no pay” basis, but a promotion package is mandatory when we start up the assignment.



“We have been working together with MARPRO and their Partner Match programme to search for potential new distributors in Turkey. MARPRO worked very professionally with our case, and it was a short and effective process, seeking out and selecting a handful of relevant partners to meet. By outsourcing this process, we were able to speed up the process while saving internal resources without compromising on our requirements for future sales partners. Our next job with MARPRO is a Partner Match process for future partners in the USA.”

Ole Eriksen
Sales Director, Wencon ApS



COMMUNICATION CHANNELS

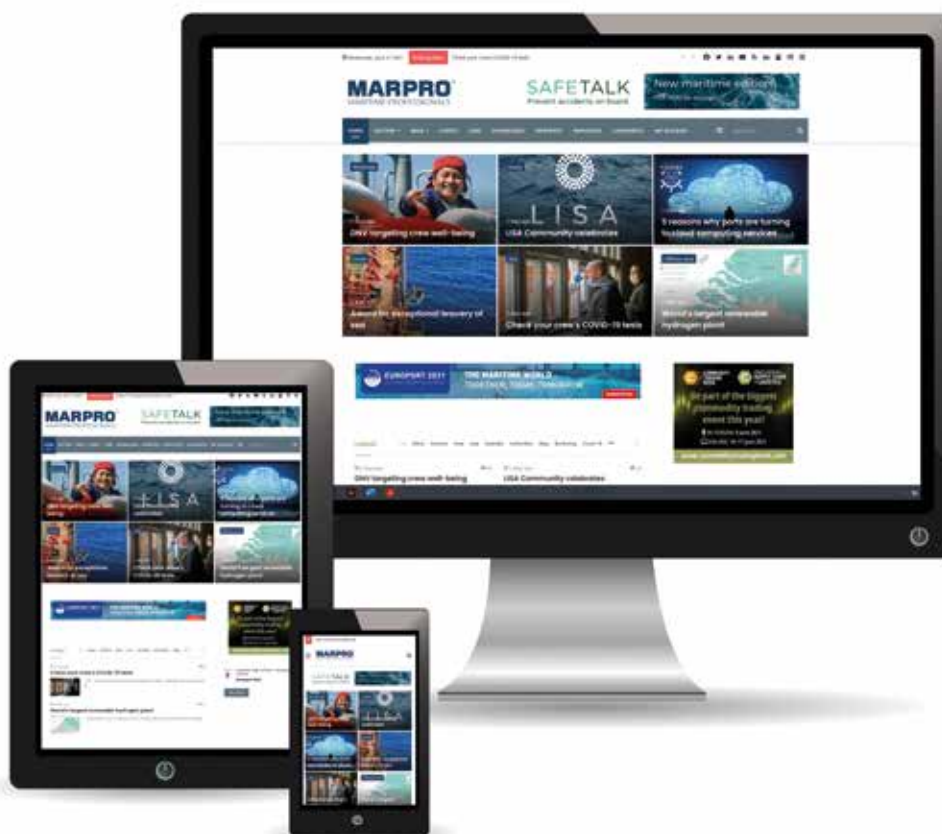


maritime-professionals.com is owned and operated by MARPRO. It is the information source of choice for the global maritime community when it comes to relevant jobs, news, events, freelancers and companies. The portal is closely integrated into MARPRO's social media channels, with the largest being the LinkedIn

groups Maritime Professionals and Maritime Deck Officers with more than 60,000 members. Maritime Professionals broadcasts a weekly newsletter to an audience of around 21,000 subscribers. The portal attracts approx. 20,000 unique maritime and marine professionals every month.

MARPRO™ NEWS

We publish a newsletter every week, to more than 20,000 subscribers. The newsletter contains latest news, related to innovations, sustainable shipping, market forecasts, latest jobs and relevant events.



REASONS TO CONSIDER MARPRO

AS YOUR RECRUITMENT PARTNER



- Experienced consultants with practical experience from the maritime sector.
- Large network – both national and international.
- Practical approach and personal service.
- Performs best practice recruitment with high ethical standards.
- Utilises latest search tools and HR software.
- Strong channels to reach the market.
- 100% focus on candidates with shipping and maritime experience.
- We save you a considerable amount of time.
- Competitive prices.
- We understand your product and your services.
- Proven track record.
- GDPR-compliant operation.

“As a scale-up business it is crucial for BAWAT to attract the best people at the right pace. MARPRO has in a short amount of time assisted us in hiring three maritime specialists. The process was fast, well managed and resulted in several relevant candidates for the open positions. During the process, MARPRO has also invested time in understanding BAWAT’s company culture in order to better search for the right candidates for our future growth. We will use MARPRO again.”

Marcus Hummer
CEO, BAWAT



SELECTED REFERENCES



MARITIME SECTORS WE SERVE

Public authorities, Banking & Finance, Bunkers, Education, Equipment Suppliers, Fishing & Aquaculture, Insurance and P&I, Maritime Services, Media, Offshore, Offshore Wind, Organizations, Ports & Terminals, PR & Communications, Recruitment, Ship Design, Start-ups, Shipowners and Managers, Shipping & Logistics, Shipyards.



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