

Cost leadership or Differentiation

Why would the employer choose you, not your mate next to you, or somebody from Asia, UK, or elsewhere?

Two reasons:

- Cheaper
- Different
(Better)



Source: managers.org.uk

Cost leadership or Differentiation

Are you cheaper?

Do you want to be cheaper?

May not be a real option. Why?

Cost leadership or Differentiation

Are you better?

Do you want to be better?

How?

Cost leadership or Differentiation

Meseria se invata la vapor?

How do you comment this?

Cost leadership or Differentiation

Competence:

- Knowledge
 - School – do not waste your time while in school; learn as much as you can
 - Long life learning
- Experience
 - At age 22 you may have 1 year at sea. Can you beat somebody who started sailing at 16? NO
- Skills
 - Great potential
 - See next slide

Skills

Get more skills and certifications!

- Hard

- Welding
- Lathe
- NDT
- Computer software
- PMS
- Vibration analysis, ultrasound,
- Etc

- Soft

- Writing CV
- Cover letter
- How to present to an interview
- How to sell yourself

Power of soft skills

Watch this about networking:

- <https://www.youtube.com/watch?v=T-AKh7aZsEk>

Watch this about CV:

- <https://www.youtube.com/watch?v=lkgIfv84miU>

Power of soft skills – do your own search by these key words

Careers Fairs

Career Planning

CV - Writing

CV - Identifying and Selling Skills

CV - STAR Technique

Entrepreneurship and Self
Employment

Global Careers

In-Tray and E-Tray Exercises

Interview - Identifying and Selling
Skills

Interview - Preparation

Interview - Questions

Interview - STAR Technique

Job Applications

Jobs for graduates and part time

Networking

Personal Statements

Psychometric Tests

Labour Market Info

Social Media

Visa Requirements

Workplace Professional Behaviours

English

English language is key.

No English, no chance!

<http://www.uefap.com>

Get informed: Maritime News

Read the press daily; it is free!

- <https://officerofthewatch.com/>
- <http://www.safety4sea.com/>
- <http://gcaptain.com/>
- <http://maritimeglobalnews.com/>
- <http://worldmaritimeneews.com/>
- <http://maritimetoday.com/>
- <http://www.marinelink.com/>
- <http://www.maritime-executive.com/>

Industry reports & outlook

Read industry reports and outlooks!

- <http://unctad.org>
- <http://www.brsbrokers.com/>
- Etc.

Advice

- Use the online media for professionals
 - LinkedIn
 - Not Facebook – select carefully your mates on Facebook; do not expose your profile to all, just your network

Look up at LinkedIn profiles and check their small letters following their names

Membership and certification – Disciplines adjacent to shipping

Advice: Get an engineering degree and supplement this by additional skills and certifications

Membership and certification - Shipping

Nautilus (former NUMAST) – member

- <https://www.nautilusint.org/en/>

IMarEST - MIMarEST, CEng, CMarEng, CSci

- <http://www.imarest.org/>

IMechE - MIMechE, CEng,

- <http://www.imeche.org/>

Nautical Institute - MNI

- <http://www.nautinst.org/>

RINA - MRINA

- <http://www.rina.org.uk/>

Society of Naval Architects and Marine Engineers

- <http://www.sname.org/home>

Institute of Chartered Shipbrokers

- <http://www.ics.org.uk/>
- <http://www.spnl.co.uk/>
- <http://www.lslcymp.com/>

Auditor for ISM, ISPS, Quality

Professional associations - extended

CMI – MCMI, CMgr

- <http://www.managers.org.uk/>

AMBA – Member (accredited MBA) – Check the AMBA TV online (YouTube)!

- <https://www.mbaworld.com/>
- <http://www.pmi.org/>
- <https://www.energyinst.org/home>
- <http://www.bindt.org/>

ASNT – NDT Level 1,2,3

- <https://www.asnt.org/>

CIMA - member, Chartered Management Accountant

- <http://www.cimaglobal.com/>

ACCA – member, Chartered Accountant

- <http://www.accaglobal.com/>
- <http://www.theiet.org/>
- <http://www.imeche.org/>

Project management

- <http://www.pmi.org/>
- <http://www.apmg-international.com/>
- <https://www.axelos.com/best-practice-solutions/prince2>
- <http://www.ipma.world/>
- <https://www.apm.org.uk/>

Personnel and development (HR)

- <http://www.cipd.co.uk/>

Health and Safety

- <http://www.hse.gov.uk/>
- <https://www.nebosh.org.uk/>
- <http://www.iosh.co.uk/>

Maintenance systems

- Amos facut de Spectec - www.spectec.net
- Starips facut de Star Information Systems - www.sismarine.com
- BassNet facut de BASS - www.bassnet.no
- Shipnet facut de Shipnet (ISS) - www.shipnet.no
- TM Master facut de Teromarine - www.teromarine.com
- Danaos facut de Danaos Management Consultants - web2.danaos.gr

Pe langa cele de mai sus dedicate shipping-ului (unele ca Starlps folosite si de oil&gas) mai sunt si sisteme integrate:

IFS - www.ifsworld.com

Maximo produs de IBM

SAP - www.sap.com

Recruiters

How is this organised?

Jobs Onboard:

- Ship managers manage a number of ships (1 to 1,000)
- They need crew – they have a department for that
- That department refers to recruitment companies (large or small)
- Either to a big recruiter (e.g. in UK), who refers to a crewing agency in Romania
- Or refers directly to the crewing agent in Romania (e.g. ???) – these may work with more than one employer (company)
- Or open their own crewing agency (e.g. Maersk, CMA CGM, etc.)

Recruiters

How is this organised?

Jobs Ashore:

- Most likely the employers refers to an agent in UK
- Only a handful of Romanian crewing agencies provide these services
- You can apply directly in the UK
- You need a CV (and lots of soft skills preparation); not an Application Form

Recruiters - examples

LinkedIn Jobs

- <https://www.agr.org.uk/Home>
- <https://www.hays.co.uk/>
- <http://jobs.trovit.co.uk/>
- <http://www.indeed.co.uk/>
- <http://www.reed.co.uk/>
- <http://www.navis-consulting.com/>
- <http://www.elitemaritimeselection.com/>
- <https://www.maritimejobs.com/>
- <http://www.cpmarineuk.com/>
- <http://www.jobs.ac.uk/>
- <https://spinnaker-global.com/>
- <https://www.matchtech.com/>
- <http://www.genesis-marine.co.uk/>
- <http://www.clyderecruit.com/>
- <http://maritime-connector.com/>
- <https://www.oilandgasjobsearch.com/>
- <http://www.faststream.com/>
- <http://www.rigmanoffshore.com/>
- <http://www.rigzone.com/>
- <https://www.spencer-ogden.com/>
- <http://www.vikingrecruitment.com/>
- <http://eligo.co.uk/>