

## **NEWS FROM THE DESKS**

Market updates from  
our global consultants

## **NAVAL ARCHITECTS ON THE PROWL**

The latest on Naval  
Architect recruitment

## **STANDOUT RECRUITMENT TRENDS**

## **CHIEF ENGINEER SALARY SURVEY**

## **NEWS FROM FASTSTREAM**



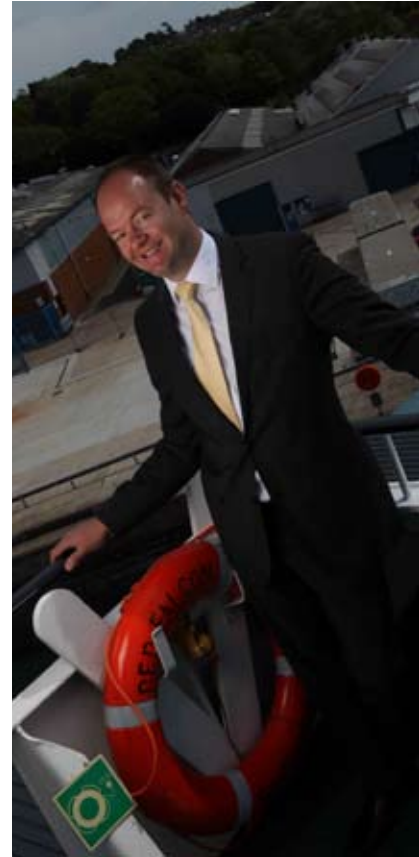
## Welcome to our first edition of Streamline, the maritime recruitment newsletter for the Faststream Recruitment Group.

I'm very pleased to be introducing everyone to the first in what will be a regular (bi-monthly) newsletter to our clients and candidates. Our objective of Streamline is simple – to provide the market with fresh, focused and fast news about the latest trends in maritime recruitment.

As the Chief Executive Officer of the Faststream Recruitment Group, I split my time between our head office in the UK, and our regional offices in Singapore and Fort Lauderdale.

For those of you who don't know, I established Faststream Recruitment back in 1999 in Southampton, UK. 12 years on, I'm excited to announce that as of the beginning of October we reached a milestone of 100 employees. I have on-going growth plans for the organisation in terms of the number of people that we employ, and our global office network. I will continue to update you on these developments and inform you of other announcements on a regular basis.

I returned recently from the SIGGTO conference in Houston which I attended with our US Vice President Tamara Ellis. What we're hearing from this sector are concerns around the shortage of shore-based LNG candidates. The question is; will there be enough people to manage the expanding fleet of LNG tankers? I will report more on this topic in the next edition.



**Mark Charman**  
**Faststream Group CEO**

# NEWS FROM THE DESKS

A round-up of news from a few of our global maritime desks.



## Technical Shipping – Singapore

Since 2008, the Singapore team has seen a growth in the demand for regional nationals in technical roles. Today shipping companies are employing more non-Western candidates than ever before in senior roles including fleet, operations and crewing managers as well as technical and newbuilding superintendent positions. No longer are the niche specialist chemical, gas and offshore technical sectors the sole preserve of European and US candidates.

Despite the downturn in the freight markets, there is still a big demand for the key technical roles and if the right person is presented to them, some companies will make speculative hires and find a position for the candidate within the company.

Salaries for these positions are comparable with last year, but the drop in the number of ex-pat contract hires has meant that the value of the employment packages have gone down as companies stop paying for accommodation, education and flights. This hasn't, however, prevented companies from hiring ex-pats on local terms who understand that Asia offers a huge range of exciting and career advancing opportunities for the technical shipping professional.

Talking: **Sree Gaithri Pominathan.**  
**Manager - Technical Shipping (Asia-Pacific)**



## Commercial Maritime – Fort Lauderdale (USA)

Ongoing mergers and acquisitions in the dry and breakbulk sectors have kept Faststream's Fort Lauderdale team busy over the past few weeks. These mergers have opened doors for some, led to redundancies for others and kept our phones ringing.

Chartering managers and vessel operators with between three and seven years experience are particularly in demand, but the majority of candidates currently looking for roles are either very junior or very senior. We are able to place candidates with the right experience in four to eight weeks.

The strong LNG freight market and the spate of vessel orders this year have meant that experienced gas professionals, particularly in Houston, are a much sought after commodity. Ever tightening US visa requirements are however making this difficult for employers to take on non-US citizens, making only a small pool of talent available.

We are seeing a particular requirement for demurrage analysts at the moment, but many candidates feel that the role is too limited. Our advice to candidates is to think of these roles as excellent stepping stones to a more varied operational management career.

The rapid economic development of Latin America, especially Brazil, has meant new shipping and chartering offices springing up across the region. Candidates are required in a range of chartering and operational roles.

Talking: **Elida Calero**  
**Consultant, Commercial Maritime (Americas)**

## Seafaring (a look at seafarers resident in West Europe) - Southampton (UK)

Demand for senior West European officers is strong globally, particularly in the lucrative DP and glamorous super yacht sectors. Senior engineering officers from have been in increasingly short supply and have been snapped up in these more lucrative sectors. This has left a gap in other less attractive markets - in particular the local workboat markets.

A trend still remains where ship managers are reaching out to the emerging labour markets of East and Central European countries and South East Asia for labour at reduced costs, especially where freight rates are low. Consequently it has been a different story for junior officers where the present demand for these has dropped-off. However without junior officers progressing through the ranks we will begin to feel the impact of a significant skills gap at the second engineer and chief officer level.

The salary differentials between international labour markets are narrowing, especially when you take into account travel and other associated costs. Additionally, as emerging labour markets become established, unions are lobbying for higher wages and the tables begin to turn in favour of the West European seafarer.

Overall we are generally seeing a higher demand in some sectors than the industry can supply. Seafarers are choosing the more lucrative contracts and favourable working conditions that are being offered to them which is causing a manpower shortage in some sectors – it is not uncommon to see the salary for a chief engineer increase two-fold from one vessel to another. We've conducted a salary survey which shows this in detail (page 7).



Talking: **Adam Graves**  
Manager - Seagoing (EMEA)



### Singapore launch Seagoing division

Faststream have begun recruiting within the Seagoing sector throughout the Asia-Pacific region as of 1st October 2011. The recruitment division will service Asia-Pacific based clients and will work primarily in recruiting senior engineering officers. The division has plans to expand throughout the next 6 months by introducing more structured vertical markets. This will lead to specific consultants focusing on certain vessel types, job titles and sectors.

We will hear more from Sophia Sim, Faststream's Asia-Pacific Seagoing Consultant on the challenges that the Asian Seagoing sector faces in the next edition of Streamline.

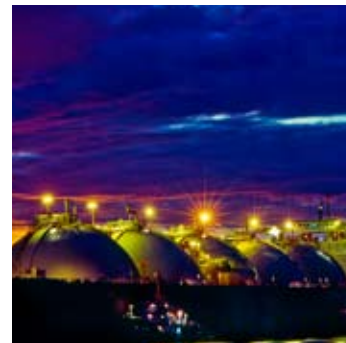
# MARITIME MARKET TRENDS

We look at some of the standout trends from the past 8 weeks.



5%

There has been a 5% increase in people searching for maritime jobs compared to the previous 8-week period.



12%

Increase in vacancies taken on throughout Faststream's maritime teams compared to previous 8-week period.



LNG

LNG candidates are the hardest to find with LNG related jobs receiving the lowest application rates online (applications per advert).



SINGAPORE

More people were placed in Singapore during the last 8 weeks than any other country in the world.

11,101

Applications for maritime related positions (up from 9,687 compared to previous 8-week period).

\* All trends relate to Faststream data.

# NAVAL ARCHITECTS ON THE PROWL

Two thirds of naval architects in employment are looking for new jobs at the moment according to the findings of a survey Faststream conducted this September. These are not just people who fear they face redundancy in the near future, but naval architects who feel perfectly secure in their positions and want to advance their career, change location or get a pay rise.

Should this come as a surprise to anyone in the naval architecture business? Probably not. Naval architects know that their skills are in demand and that there are numerous opportunities out there in a wide range of sectors including the shipping, defence and offshore markets. Indeed 87% of respondents said that they had been approached about one or more jobs in the past year. However, the results should be a wake-up call to any organisation which is not taking serious steps to ensure that its professional naval architect workforce remains motivated and is offered a serious career path.

The demand for naval architects continues to grow unabated. Whilst the global surface fleet has nearly doubled in size since 2000 and offshore projects continue to expand in size and move into ever harsher environments requiring more and more naval architects, the supply of these professionals has remained relatively static.

Whilst some universities such as Newcastle have developed partnerships with universities in Asia and are offering naval architecture degrees, we have not seen the pool of naval architects swell to the size required.

Naval architects, like most engineering professionals, take a huge amount of pride in their work and are not primarily motivated by salaries and bonus schemes. Being involved in exciting projects and applying one's skills to challenging situations are far more important to most naval architects than the size of the pay cheque at the end of the month. However, our survey shows that one third of naval architects have not had a pay rise in the past 12 months. In a market where a qualified naval architect has a large number of potential job opportunities to choose from, it is only natural that people will consider their career options.

If we look at the survey data more carefully some interesting and unexpected trends emerge. Of those who said that they felt "very insecure" in their current job, half had 15 or more years experience under their belts and half worked for consultancies or design houses.

36% of naval architects have not had a pay rise in past 12 months.

68% are actively job hunting at the moment.

67% are using recruitment agencies as well as undertaking their own research.

Only 50% feel very/quite secure in their jobs.

87% have been approached about a job in past 12 months with 36% approached 4 or more times.

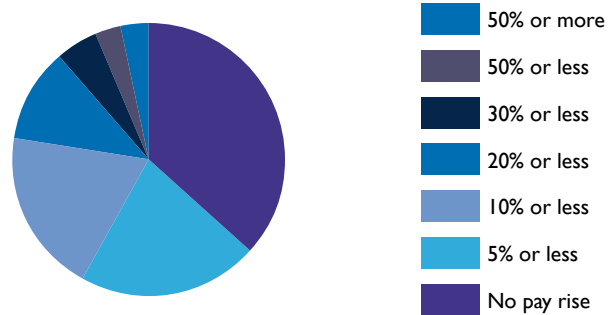
37% cited lack of career progression as a reason for leaving last job with only 18% citing salary.

57% of those who feel very secure in their job are currently job searching

*(results from Faststream survey)*

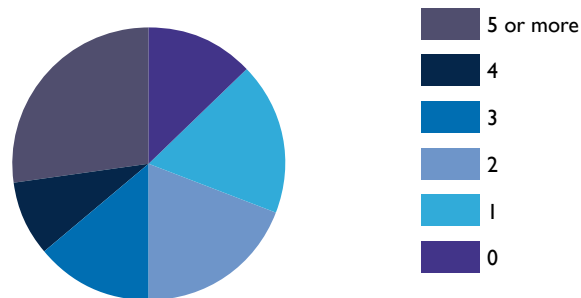
In fact 79% of naval architects with 15 years or more experience said that they were currently actively looking for a new job. Is this because older naval architects are more pessimistic than their younger colleagues? Are they more prone to worrying about the clouds on the economic horizon? Or is it simply because they know that they are very employable and are perfectly prepared to move around?

**Have you had a pay rise in the past 12 months?**



Our survey showed that naval architects working for the classification societies felt the most secure in their jobs with 73% saying they felt secure and around two thirds having had a pay rise of 10% or less in the past year. This compares very favourably with the industry generally where only 20% of respondents to our survey said that they had a pay rise of 10% or less in the past year.

**How many times in the past 12 months have you been approached about a new job opportunity?**



Talking to members of Faststream’s global Marine team:

**Danielle Maskell - Managing Consultant (EMEA)**

**Jason Tay - Managing Consultant (Asia-Pacific)**

**Josh Hecht - Consultant (Americas)**

# NEWS IN SHORT

## Diversification of talent needed for DFDE vessels

The on-going technical advances in the propulsion of LNG vessels are causing a stir in the LNG marketplace. The introduction of DFDE powered ships means that employers have been faced with challenging questions as to what type of experience they bring into their organisations to manage these vessels.

Faststream has been consulting with its clients on broadening their horizons when in search of Technical Superintendents to manage these ships and have seen more candidates coming from the Cruise, Offshore and Tanker sectors. This is a big change to what has been a historically closed market.

## Women's International Shipping & Trading Association (WISTA)

Sree Gaithri Pominathan, Managing Consultant (Shipping) in Faststream's Singapore office has become a committee member of WISTA Singapore. WISTA is an international organisation for women in management positions involved in the maritime industry worldwide, and aims to be a major player in attracting more women to the industry.

Many of Faststream's female shipping employees are members of WISTA – if you would like to find out more please visit [www.wista.net](http://www.wista.net)

## Chief Engineer Salary Survey

Faststream's Seagoing division has produced the latest salary survey for West European Chief Engineers.

Vessel Type	Average Salary (GBP£)
Drilling	90,000
Yacht >60m	85,000
FPSO	82,000
SAT DSV, PLV	80,000
LNG	65,000
ROV, SSCV	65,000
Oil & Gas Survey	62,000
Cruise	60,000
Anchor Handling	58,000
Oil / Chemical	58,000
Container	57,000
Yacht <50m	55,000
Passenger Ferry	55,000
RORO	55,000
Platform Supply	50,000
Research	48,000
Reefer	48,000
Dry Bulk	45,000
Dredger	39,000
Tug	35,000

# News from the Faststream Group

## New group members

In Southampton (UK) **Holly Trinder** and **Andrew Drummond** have joined our Technical Shipping division. **Ashleigh Clancy** and **Nick Wilks** have joined our UK Marine team. and **Tom Lawro** has joined our Seagoing division.

In Fort Lauderdale (USA) **Jennifer Navarro** has joined our maritime recruiting team and in Singapore we welcome **Munah Shaik Mohamed**, who joins the growing Commercial Shipping division.

Faststream has continuing plans to hire maritime consultants throughout our network of global offices. If you would like to know about how we recruit people to work for us, you can visit our internal recruitment website [www.recruitmentconsultantjobs.com](http://www.recruitmentconsultantjobs.com)

## What we've been up to

### Charity events

Members of our US recruitment team, including Vice President Tamara Ellis, will be taking part in the 'Making Strides Against Breast Cancer' event in Florida. The team will be doing a sponsored walk to raise money for the American Cancer Society.

Faststream's UK Managing Director Ben Darnton took part in the 2011 London (UK) to Southampton (UK) bike ride. Ben completed the 130km one day ride to raise money for the British Heart Foundation.

### Exhibitions

Faststream have signed up to exhibit at the 2012 Gastech conference in London.

### Employment review

We're in the process of researching and compiling data for our forthcoming Maritime Employment Review which will focus on the commercial shipping sector. Our Maritime Employment Reviews are published every 6 months and analyse the most recent trends in maritime recruitment. This edition will be distributed at the end of October.