

SHIPOWNERS SHOW GREATEST OPTIMISM

60% of shipowners intend to increase headcount over the next 12 months.

PRIVATE EQUITY ENTERING SHIPPING

Private equity investment companies beginning to fill the gap being vacated by banks lending to the shipping industry.

EUROPEAN OFFSHORE WIND FARM BOOM

Developments have had significant impact in the demand for vessels and the people needed to operate them.

US OPTIMISM

Immediate future looks bright for shipping professionals in the Americas.

Also:

- News from the commercial desks
- Consultant Q & A
- Faststream Group news

Welcome to our second edition of **Streamline**, the maritime recruitment newsletter from the Faststream Recruitment Group.

Early signs for 2012 suggest that the short-term outlook for employment within the shipping sector remains positive. We've seen a high level of new vacancies throughout our office network, both from clients we are working with on long-term projects and those who are returning to the recruitment market for the first time since 2010.

Faststream has started the year well and we have some exciting new announcements. Firstly, we have re-branded our search and selection division from 'The Meeting House' to 'Faststream Executive Search'. With the Faststream name so well known in the shipping sector, we felt it made sense to bring The Meeting House under the group banner.

Faststream Executive Search will continue to operate in exactly the same way. For those of you who didn't know, our executive search and selection brand offers bespoke and confidential searches for clients looking to recruit senior leadership talent. Our executive search business is led by Matthew Atkins, Head of Search. Matthew reports on private equity firms entering the shipping market on page 4. You can find out more at www.faststreamsearch.com.

Secondly, I'd like to provide you with early news on expansion plans for Faststream's office network. We are in the final stages of launching our second US office which will be in Houston. The Houston office will clearly maximize our offering not just in Houston, but the wider Americas region.

Staying on news of expansion, I have recently returned from a trip to Perth, Australia which will be the home of Faststream's Australasian headquarters. Servicing the Shipping and Oil & Gas sectors, the Perth office represents the first stage of expansion for our Asia-Pacific headquarters in Singapore and strengthens our offering throughout this region.

I will provide a more detailed announcement on both our Houston and Perth launch, and the plans for these offices over the coming weeks.

I hope you enjoy this edition.



Mark Charman
Founder and Chief Executive Officer
Faststream Recruitment Group.

 @faststreamCEO

News from the desks

A round-up of news from our commercial desks in the EMEA, Asia-Pacific and the Americas.

Commercial Shipping - EMEA

“We feel optimistic about placing experienced candidates in a variety of commercial roles”

Despite the difficulties being faced in the general economy and across most sectors of the shipping markets, we feel optimistic about placing experienced candidates in a variety of commercial roles in Europe and the Middle East. Activity at the end of 2011 kept my team busy with people continuing to look for fresh challenges and companies hiring. There has been a brisk start to 2012 and there certainly isn't the sense of pessimism amongst candidates that pervaded throughout much of 2009 and 2010 when many felt that times were too uncertain to risk a move. If a good offer comes up, then many good candidates are prepared to seriously consider it.

From a client perspective, the turmoil in the markets has meant that whilst some companies have folded, others have stepped in to pick up the business and therefore need to rapidly increase their headcount. A recent survey of Faststream clients revealed that half of them are planning on hiring commercial shipping staff for new positions over the next 12 months. Less than 10% say that their hiring plans are on hold. The biggest demand is for vessel operators and support staff for all vessel types.

We are also hearing from banks and other financial organisations looking for traders, charterers and brokers to run their commercial shipping operations. A number of banks are outsourcing the technical management of the vessels now under their direct control, but are keeping the commercial side of the business in-house. These organisations are very particular about who they take on and are prepared to pay well and offer great packages to entice the best.

Jennifer Curtis. Shipping Manager, EMEA

Commercial Shipping - Asia

“Operational support staff are moving jobs regularly to secure pay rises”

Like our colleagues in Europe, the commercial shipping team in Singapore is seeing particular demand for operational support staff, particularly in dry bulk. There is a relatively small pool of qualified people for these roles which means that salary levels are increasing and people are moving jobs regularly to secure pay rises. Owners, brokers and trading houses need to make sure that they treat their operations staff well and pay them in-line with the market, or risk losing them.

Whilst operational support staff are seeing their wages increase, senior commercial shipping people are experiencing a softening of salary levels. Freight rates are down and with the owners not making as much money, they aren't prepared to pay new hires the salaries that they may have received back in 2007 - 2008. This has created an expectation gap and candidates are being slow in adapting to these pay levels.

Singapore continues to be the number one Asian choice for international shipping and chartering organisations. Indeed 90% of Faststream clients, who said that they were opening new offices or expanding existing operations in Asia, will be doing so in Singapore. The long term career prospects for commercial shipping people in Singapore remains bright.

Paul Ratcliffe. Shipping Team Leader, Asia

Paul is organising a Faststream career event in conjunction with NTU Maritime Studies in Singapore. The event will provide advice for graduates starting a career in shipping in 2012 / 2013. It's being held at the NTU Campus on 20th February. Please email maritimegraduate@faststream.com to find out more.

News from the desks

A round-up of news from our commercial desks in the EMEA, Asia-Pacific and the Americas.

Commercial Shipping - Americas

“Our clients are increasing their American presence as we see more and more global companies shifting headquarters or opening and expanding offices in US and Latin America”

Similarly to our counterparts in the EMEA and Asia-Pacific regions, we too are experiencing a rise in demand for a variety of commercial roles. It appears that the dust has settled; downsizing has stabilized and the shipping companies who did not weather the storm have now been closed, acquired or merged.

We are hearing of expansion and growth plans from clients and as a direct result has led to a need to recruit commercial heads, managers, seasoned charters, brokers, demurrage analysts and traders who can help drive these organizations forward.

There have been some large mergers and joint ventures in the past year which have created new opportunities for mid-career commercial roles, predominantly in the northeast and GOM areas.

As the hiring freezes start to thaw it is now optimism which surrounds the future growth of these areas. What was once a grim market overshadowed by the need to ensure job security, fear to make career moves, job losses and hiring freezes is now a broader and brighter picture for commercial shipping professionals. Our clients are also increasing their American presence as we see more and more global companies shifting headquarters or opening and expanding offices in US and Latin America. Companies such as Svitzer and Hansa are seizing the upturn of economic and market conditions to enhance their presence here around the country's major shipping ports.



Leigh Evans
Commercial Shipping Recruitment Consultant
Americas



Shipowners show greatest optimism

“60% of shipowners intend to increase headcount over the next 12 months.”

A survey of Faststream shipping clients has revealed a sharp difference in the 2012 hiring plans of shipowners and shipmanagers with nearly 60% of shipowners saying that they intend to hire new staff over the next 12 months versus only a quarter of third party shipmanagers. Conducted in November 2011, the survey overall revealed that half of the employers claimed to be expecting to make hires in 2012.

Operational support staff are at the top of the list with two thirds of respondents saying that they would be seeking to strengthen this area over the next 12 months. Unsurprisingly virtually no new sale & purchase staff are needed. Whilst many companies expressed concerns over the ongoing Euro-zone crisis, only 30% said that it had significantly impacted their business plans.

The survey also revealed that nearly two thirds of respondents had expanded their non-European

operations during 2011 and that a further 40% had plans to either open new offices in Asia or expand existing operations there in 2012. However, the good news for European employees has been that these expansions do not seem to have come at the expense of existing European offices. 60% of employers claimed that the growth of other offices had not been met by headcount reductions in Europe and only 10% said that their Asian expansion was “very much” at the expense of existing European staff levels.

Singapore continues to be the employers’ location of choice within Asia, with 90% of our respondents saying that their expansion would be focused here.

Private equity entering shipping

“The weakening of valuations and the unavailability of credit has meant that private money is being sought by more and more shipping companies.”

Private equity investment companies are beginning to fill the gap being vacated by banks, the traditional lenders to the shipping industry. 2011 saw some huge deals. Wilbur Ross set up Diamond Tankers and lead a consortium to acquire a \$1bn worth of product tankers as well as Carlyle Group and Tiger Group announce that they would be investing \$900m in shipping over the next five years.

But it has not just been these headline grabbing mega deals which have made an impact on the shipping sector. There is also a wide range of smaller funds which are looking at the sector and quietly making investments. This is hardly surprising given the huge drop in asset values – the latest Baltic Exchange assessment for a five year old VLCC for example shows a drop of over \$100m since the summer of 2008 when ships were changing hands for in excess of \$160m. The weakening of valuations and the unavailability of credit has meant that private money is being sought by more and more shipping companies.

Faststream Executive Search had a greater level of enquiries from private equity companies looking for experienced senior shipping people in 2011 than it has had in the previous ten years. Many of these firms are looking for people to not only manage their shipping company investments, but also to steer them towards further acquisitions. Experienced directors come with a thick book of contacts and insight to the market and private equity firms are increasingly hiring these people directly, rather than paying a consultancy firm to research and target companies and sectors.

It has not just been the mainstream shipping sectors which have caught the attention of private money. Drill ships, offshore wind farm vessels and

LNG, to name but a few, are all areas seeing the involvement of a new breed of company with little or no previous track record in the sector. Faststream has recently been working with one company which has specifically designed a

business model aimed at providing new players in the drill ship sector with asset management services, running their vessels and providing them with the people to manage their business.

The rise in non-traditional shipowners is also leading to a rise in ship management companies expanding to offer the commercial management of their fleets. Many of the larger ship management companies are offering chartering and other commercial solutions to shipowners and we will see this trend continue throughout 2012.



To discuss these issues further please contact Matthew Atkins, Head of Search for Faststream Executive Search.

t: +44 (0)23 8020 8800

e: matthew.atkins@faststreamsearch.com

European offshore wind farm boom

“Our clients are ringing up every week looking for experienced people on short term contracts.”

The European offshore wind industry continues to grow rapidly with 246 new turbines having been erected in European waters in 2011, bringing the total number of installed and grid connected offshore turbines to 1371 (source: European Wind Energy Association). With its huge coastline, the UK is currently by far the largest market accounting for nearly half of Europe’s wind turbines. The farms themselves have been steadily increasing in size and moving further and further out to sea and into deeper waters. The European Wind Energy Association reports that last year the average water depth of wind farms was 22.8m with the average distance to shore 23.4km. For projects under construction, the average depth has increased to 25.3m and the distance to shore to 33.2km.

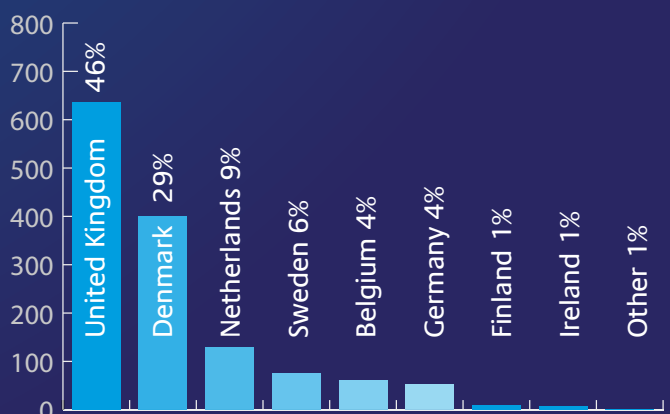
These developments have had a significant impact in the demand for vessels and the people needed to operate them. Whether jack-up barges or remotely operated vehicle (ROV) support vessels needed to build the turbines; cable layers to connect the turbines to the grid or work boats to support the ongoing maintenance and surveying requirements, these vessels have been in strong demand with a very limited availability. Most of the vessels have been tied up in long term charters, but the specialist crew required on these vessels, especially Dynamic Positioning (DP) officers, crane operatives and people with sub-sea experience, are in huge demand says Faststream’s Dave Rogers.

“Our clients are ringing up every week looking for experienced people on short term contracts. Whilst they would of course prefer to hire staff on a longer term basis, offshore vessel operatives are able to pick and choose when they work and are typically looking for short term contracts.”

Thanks to the increasingly tight visa restrictions, many of these jobs are only open to European Union nationals, who are in demand across almost all areas of the shipping industry.

DP officers can expect to earn between £300 and £350 a day and crane operators are seeing rates of between £280 and £320 per day. Coupled with the good conditions and proximity of work to the shore, it is no wonder that merchant navy officers from other sectors such as dredging, towage and research are being increasingly drawn to the offshore wind farm sector.

Total installed offshore wind turbines (end 2011)



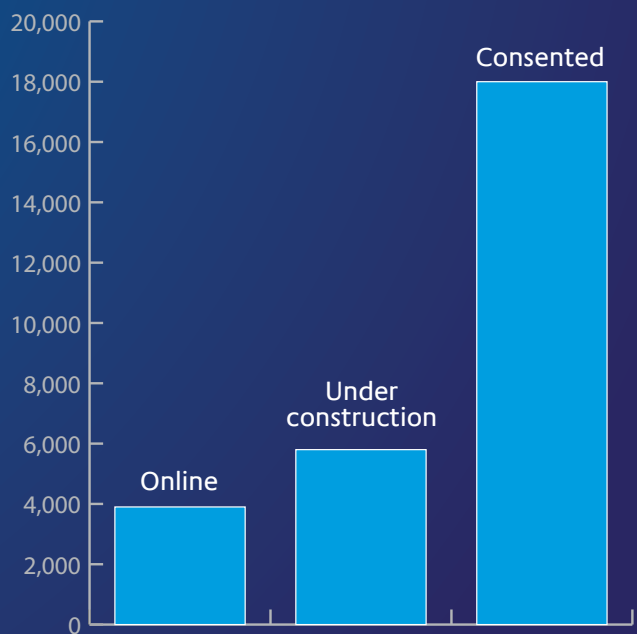
Source: European Wind Energy Association



But is the work going to stay once the initial wave of turbines has been built? Yes, if the figures from the European Wind Energy Association are to be believed. They report that an incredible 18,000 MW of capacity has been consented in 12 European countries. This compares with the circa 4,000 MW of capacity currently on-line. Most of this growth will be focused on German waters, with the Netherlands and Ireland also having granted consent to large wind farms.

However, it is not only the offshore wind farms which are seeing a boom in demand for seafarers, but also the traditional North Sea offshore oil and gas sector. Whilst foreign offshore markets such as Brazil, Australia and West Africa continue to grow, the pool of qualified candidates to manage the support and supply vessels in the North Sea is diminishing. Senior crew members with experience in these sectors have been in increasingly high demand. High oil and gas prices has seen fields being developed and a resulting spike in demand for support vessels and crews. These vessels and crew will all too often be the same as those operating in the alternative energy sector.

European offshore wind market: projects online, under construction and consented (MW)



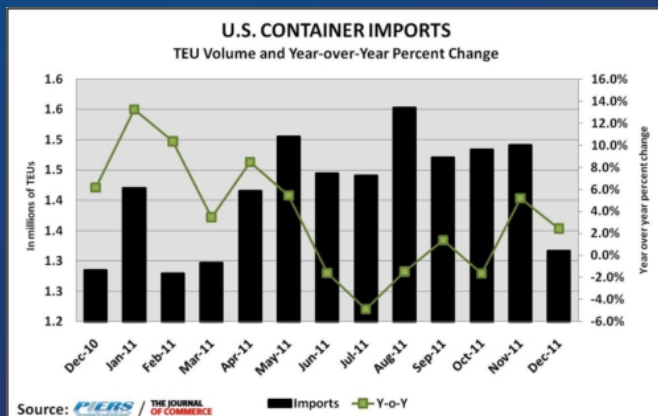
Source: European Wind Energy Association



US Optimism

“We know the job market is improving” says Tamara Ellis, Vice President of Faststream’s US operations, “it’s evidenced by the numerous requests we’ve received for salary surveys. Many clients are seeking direction this year to reaffirm competitive salary grades in anticipation of new hiring to support their expansion plans.”

According to the US Journal of Commerce, 2011 ended on an upturn, reflected by an increase in home sales of 5% and a surge in US containerized imports. Faststream’s US operations have certainly been affected in a positive way; “we’re seeing a spike in roles from both the commercial and technical shipping sectors, mainly through requests from owners and operators”.



The overall economy in the Americas continues to recover and the US as a whole remains optimistic. “It’s great that we’re taking on more roles and as a result of increasing home sales, more people are willing to make moves”. The lack of movement in the housing market in the last few years has had

a direct impact on people taking jobs. Candidates haven’t been able to change positions, not through lack of trying, but due to the fact that they couldn’t sell their homes and therefore relocate. Faststream’s US office speaks to hundreds of shipping candidates each week; “the general feeling from candidates is that they are more confident about making a career move. The same reasons they wanted to change jobs two years ago still exist now. The more positive circumstances surrounding the stability of their life outside of work means that they can now concentrate on moving their careers forward”.

US optimism stems from Faststream’s own increase in requests from clients to find new talent for them. “We’re getting calls from clients who we’re working with on long-term projects, and also from organizations that have not been in touch with us in the last couple of years due to hiring freezes”. There has been particular recent demand for charterers, operators and schedulers as well as individuals with offshore sector experience on rigs, jackups, FPSO’s and offshore support vessels.

The Bureau of Labor Statistics reported a decline in unemployment of 8.3% in the US (January 2012). Job growth in the US is widespread, and for the shipping sector throughout the Americas the immediate future looks bright.



Tamara Ellis
Vice President, Americas



Consultant focus - Dan Curry

One of Faststream's longest standing employees Dan Curry has recently moved across the Atlantic with Faststream with a transfer from our UK office to our Americas headquarters in Fort Lauderdale. We find out more about Dan, his background with Faststream and his focus in the USA.

Q: How long have you been with Faststream?

A: I've worked in various parts of Faststream for over 12 years.

Q: What's your experience in recruitment?

A: I started my working career within financial services and legal recruitment. With Faststream I have worked in the built environment sector and then the seagoing sector for the past four years.

Q: What do you feel is the most important part of the recruitment process for clients and candidates?

A: For me it's about listening – listening to both the candidate and the client to really understand the problems, needs and motivations of both parties to ensure an accurate and sustainable long term match. Solving the long term problem for both parties really adds value and ensures that the client wants to use me for further roles and the candidate will refer us to their fellow professionals. Communication, honesty and doing what you say you are going to do is also important. I try to treat people how I would want to be treated if I were on the other side of the fence.

Q: What was your role within the UK office?

A: For eight years I successfully helped some of the world's most prestigious architectural firms. Once demand from our clients in our shore-based maritime division to provide professional seafaring officers grew, I transferred to start the group's first seagoing division. For the last four years I have helped grow this division, which is now a major part of Faststream's offering to the international maritime community.

Q: What attracted you to move to the US?

A: The opportunity to be part of one of the fastest growing offices in the Faststream network, and to work with the existing team of professional maritime recruiters. The benefit of Faststream's global network is that we can share techniques, knowledge, relationships and experiences between our offices and with the rest of the shipping industry. I also enjoy travel and experiencing new cultures - and do I need to mention that the weather in South Florida is not too bad?

Q: What type of roles are you recruiting for?

A: I'm working with all shore based maritime professionals who are involved with the technical management and operation of commercial vessels anywhere throughout the Americas - typically technical superintendents, marine superintendents, port captains, port engineers, HSSEQ managers, general managers, fleet managers and technical managers.

Q: What types of clients are you working with?

A: The majority of my clients are owners or managers of commercial ships and offshore vessels. Example vessels would include Cruise Ships, Bulkers, Containers, Ferrys/ROPAX, Yachts, Tugs, Dredgers, Research, Reefers, Heavy Lift and the various specialist Offshore Vessels like AHTS, PSV and DSV.

You can contact Dan on:

t: 954 467 9611

e: daniel.curry@faststream.com



News from the Group

New group members

In Southampton (UK) [Alex Horan](#) has joined the Commercial Shipping team, [Vikki Bacchioni](#) joins the Marine team, [Sam O'Melia](#) joins the Seagoing division and [Melanie Foster](#) joins Faststream Executive Search as an Executive Search Consultant. We're also pleased to announce the return of [Simon Clements](#) as Group Business Development Manager. Simon has been with Faststream for over five years and returns after a year's sabbatical travelling the world.

In Singapore we welcome [Duke Cacereas](#) who joins as a Recruitment Consultant on our Seagoing team and [Mathieu Busca](#) who will work within our Marine division.

The US office welcomes [Scott Saxon](#) as a Recruitment Consultant specialising in the Superyacht sector of the seagoing division, and [Dan Curry](#) as a Principal Consultant on the Seagoing / Superyacht division. Dan, who has been with Faststream for over 10 years and previously worked in Faststream's UK Seagoing division, has transferred from the UK office.

Faststream has continuing plans to hire maritime consultants throughout our office networks. 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. You can also find our internal recruitment team on Facebook – just search 'Faststream Recruitment Group Careers'.

What we've been up to?

For the past three years Faststream has made a charity donation instead of posting Christmas cards. This year we donated money to a small charity project called Lisa's School. The project is based in a small village just outside of Samburu National Park in Northern Kenya.

Its objective is to build a school with the hope of being able to make a small difference to this extremely poor community. The school will provide malnourished children with a daily meal and funds raised will pay the teachers wages and on-going running costs of the school itself. The school is to be called "Lisa's School" in memory of Lisa Veron who worked for the World Health Organisation's "Stop TB" Project in Zimbabwe.

You can find out more about this charity on Facebook - just search for 'Lisas School Kenya'.

Singapore birthday party

We celebrated our 4th birthday in Asia on the 2nd February with a party held at the IndoChine Empress Place in Singapore. Over 250 guests enjoyed the evening - we will include some photos of the event in the next edition of Streamline.



Contact us

Faststream EMEA.

The Quay, 30 Channel Way, Southampton, United Kingdom, SO14 3TG
T: +44 (0)23 8033 4444 E: shipping-uk@faststream.com

Faststream Asia

10 Hoe Chiang Road, #08-01 Keppel Towers, Singapore, 089315
T: (+65) 653 27 201 E: shipping-sg@faststream.com

Faststream Americas

1500 Cordova Road, Suite 210, Fort Lauderdale, Florida, 33316
T: 954 467 9611 E: shipping-us@faststream.com

www.faststream.com