



SEAGOING

Specialist Maritime Recruitment

Version 1 | 2018

 **NAVIS**
consulting

ABOUT

The Maritime industry is a fast-paced and ever-changing world. The unique demands of this sector dictate the need for an agile recruitment partner that appreciates the challenges your business faces.



SPECIALIST RECRUITERS

Navis Consulting delivers a specialist recruitment service tailored for the niche Maritime market.

With extensive recruitment expertise and actual hands-on experience working within Maritime, our knowledgeable consultants pride themselves on truly understanding their clients' needs. This is clearly evidenced by the number of long-standing professional client relationships we maintain.

COMPREHENSIVE NETWORK

Our comprehensive network of contacts and strategic links across the industry ensures that you have instant access to the very best candidates in your specialist field.

This, along with our specifically formulated approach, means you can trust Navis Consulting to provide a dedicated and professional service that will exceed your expectations.



INDUSTRY SECTORS

Navis Consulting provides specialist Maritime recruitment services in the following industries:



COMMERCIAL

- Dredger
- Work-boat
- Small craft
- Offshore
- Defence
- Tanker
- Floating Storage
- Dry Cargo



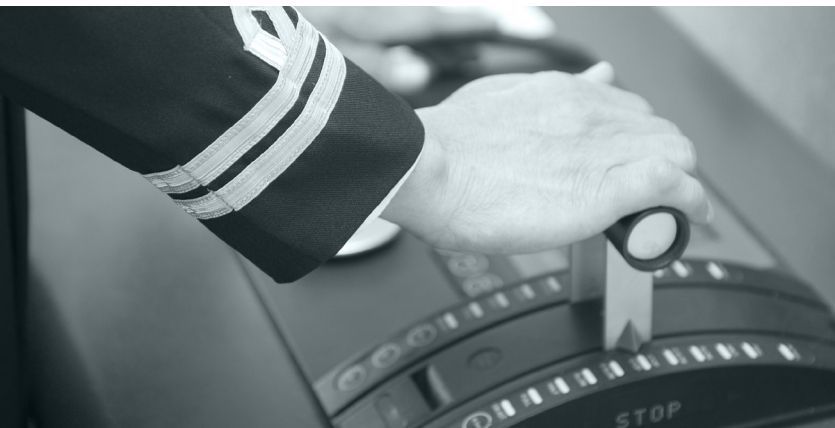
LEISURE

- Passenger Ferry
- River Cruise
- Ocean Cruise
- Floating Hotel
- Private Yacht
- Chartered Yacht



OVERVIEW OF ROLES

Navis Consulting sources the highest-calibre candidates for the following roles:



DECK AND TECHNICAL

- Master Mariners
- Chief Officers
- Deck Officers
- Bosuns
- Able Seamen
- Chief Engineers
- 2nd Engineers
- Engineering Officers of the Watch



CREW

- Chief Cooks and Chef Managers
- Chefs
- Stewards
- DPOs
- Crane Operators and Deck Foremen
- HDAs and OEHTM
- Motormen



CONTINGENT RECRUITMENT

INDUSTRY EXPERTS

The team is comprised of individuals with actual seagoing experience, those who have worked in-house for Marine businesses and those who have extensive recruitment experience in Maritime markets.

BESPOKE RECRUITMENT SOLUTION

Whether it's a dual advertising campaign, an exclusive search assignment or a contingent search, Navis Consulting offers a tailored service dependent on our clients' requirements.

BRAND AMBASSADORS

Our consultants understand that they are the first stage in promoting our client's brand. We brief all candidates on our clients' visions and values to ensure they understand the ethos and hold similar views.

COMPETITIVE REBATE PERIOD

Navis Consulting understands that, on rare occasions, a company and individual's circumstances can change. Our market leading guarantee period ensures that our clients are protected against paying any unnecessary costs.

INTERNATIONAL EXPERTISE

Navis Consulting has a proven track record of placing a diverse mix of nationalities on every continent.



RETAINED SEARCH

DEDICATED CONSULTANT

The appointment of an industry specialist consultant with the support of a dedicated sector specific research team to manage your assignment.

CANDIDATE & CLIENT BRIEF

Consultation and research is undertaken to design a comprehensive customer and candidate briefing document for approval; and for release to long listed candidates.

NAVIS CONSULTING TALENT POOL

Navis Consulting has developed comprehensive client position mapping and wide-ranging candidate talent networks across the Maritime industry, particularly at Senior Manager and Director level. These talent networks provide our industry specialist consultants with the ability to engage with both active and passive candidates on a confidential basis.

MULTI-CHANNEL SEARCH

A comprehensive screening programme consisting of long-listing, interview, testing and short-listing is developed to meet client's requirements, with presentation of nominated candidates for final selection.

OFFER MANAGEMENT

Our Retained Search methodology ensures that all candidates are fully briefed and committed to the search process. The opportunity and employer value proposition are presented consistently, ensuring no surprises and full commitment when an offer is made.



VALUE ADDED SERVICES

- Personality Profiling (Thomas International etc)
- Salary Surveys/Benchmarking
- Dual Advertising Campaigns
- Career Trade Fairs
- Networking Events
- CV Benchmarking
- Graduate Recruitment Fairs
- Interview/Assessment Days
- On-site Presence
- Visa/Logistics



ACCREDITATIONS



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