

HILL DICKINSON

## The Transition Ship to Shore

**Ian MacLean** MNI MBA LLM  
**Partner / Master Mariner**

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- The issues
- Seeking informed opinion
- A few generalisations
- The impediments to transition
- Reasons for failure
- Post recruitment management
- Opportunities for ship managers
- The new talent pool.

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### The Issues

- A properly populated maritime cluster
- Professionals fit for purpose
- Cost effective recruitment decisions
- Management responsibility
- Identifying the talent pool.

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### Seeking Informed Opinion

- LinkedIn
- Why do mariners fail ashore?
- Where will the professionals come from?
- 306 LinkedIn comments
- Recruitment consultants.

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### A Few Generalisations

- Seafaring is a positive choice
- Decline in the “job for life” view
- Focus on particular job types ashore
- Loyal – desire to remain with employer
- Self sufficient - cynical of management
- More practiced in hard skills than soft skills.

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### The Impediments

- Relocation
- Salary drop
- Expectation mismatch / authority erosion
- Aptitude mismatch
- Skills deficiencies – upward management
- Resistant to political reality
- Don't want to, “Teach rocks to swim.”

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### Reasons for Failure

- Objective not properly understood
- Deficient in skills, knowledge & experience
- Lack of supervision
- Inadequate organisational procedures
- Lack of resources
- Wrong individual appointed.

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### Post Recruitment Management

- Selection and placement only the start
- Management responsibility is key
- Pro-active talent management
- Identify the skills gap
- Harness the energy and motivation
- Mentoring.

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### The Company Man

- Applies to employers of seafarers
- Early identification of talent
- Regular shore postings
- Promotes ship/shore understanding
- Equips and prepares individuals.

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### The New Talent Pool

- No evaporation of seafarer pool
- Seafarers education improving
- Repositioning of maritime clusters
- English language remains paramount
- “Old centres” will have to work harder
- Reversal of talent migration
- Sourcing talent outside of seafarers.

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