

Following criteria is to be followed for New Induction

The following is the required experience per position:

DECK OFFICERS:

1. Master:
 - a. 10 months minimum sea service as Master; and,
 - b. 40 months minimum sea service as Chief Officer plus Master

Note:

- *New hands can be taken directly as 2nd Officers provided they have completed three contracts as 3rd Officer, one of which must be around 5000 TEUs.*
- *New 2nd & 3rd Officers who have completed PCTC vessel can be considered for small container vessels up to 2000-2500 TEUs vessel and they will need to do a minimum 7 days parallel sailing.*

ENGINE OFFICERS:

1. Chief Engineer:
 - a. 6 months minimum sea service as Chief Engineer; and,
 - b. 26 months minimum sea service as 2nd Engineer and Chief Engineer; and,
 - c. ME/RT flex experience is required
2. Second Engineer:
 - a. 4 months minimum sea service as 2nd Engineer; and,
 - b. 18 months minimum sea service as 3rd Engineer and 2nd Engineer; and,
 - c. 30 months minimum sea service as 4th Engineer and 3rd Engineer
3. Third Engineer:
 - a. 6 months minimum sea service as 3rd Engineer; and,
 - b. 18 months minimum sea service as 4th Engineer and 3rd Engineer

Note:

- *New hands with Class II COC and having sufficient experience as 3rd Engineer on ME/RTFLX/High BHP engine can be considered for onboard promotion after 3 months provided they have more than 18 months experience as 3rd Engineer.*

OTHER POSITIONS:

1. Able Seaman:
 - a. 12 months minimum sea service as Able Seaman;
 - b. 12 months minimum sea service as Ordinary Seaman on container or GC ships;

- c. New candidates should have consistent work experience with the same company for last two contracts;
 - d. Good knowledge of steering & helmsman duties, watchkeeping, Cargo watches, mooring operations, safety & emergency commands, all sort of deck works etc., plus Cargo Crane exp for vessels with Cargo Cranes; and,
 - e. Reasonably good level of English knowledge sufficient enough to communicate, respond & execute the orders given.
2. Engine Fitter:
- a. 12 months minimum sea service as Engine Fitter on reasonable sized vessels;
 - b. Offshore, Land based work experience, Work-shops, Shipyard experiences etc.;
 - c. Fitter/Welder Certificate issued by National Maritime Authorities;
 - d. Fitter/Welder Performance Certificate from any of the Classification Society such as Lloyds, DNV, BV etc.; and,
 - e. Reasonably good level of English knowledge sufficient enough to communicate, respond & execute the orders given.

Note that as the vessel will regularly cross international borders, international experience will be required for all crew members.