



BERNHARD SCHULTE 
SHIPMANAGEMENT

GRADUATES COMING ON BOARD



**A leading maritime solutions provider
and the leader in quality shipmanagement**

www.bs-shipmanagement.com

Graduates coming on board



ABOUT BSM

- Managing a fleet of 600 vessels, our 20,000 employees enable the delivery of safe, reliable and efficient ship management services through a wholly-owned network of 9 ship management, 23 crew service and 5 maritime training centres across the world
- BSM is committed to recruiting, developing and retaining exceptionally skilled personnel to maintain its widely recognised position as the leader in quality ship management

Graduates coming on board

PROGRAMME OBJECTIVE

- Identification and selection of high-performing university graduates and give them the opportunity to join one of BSM's shore based teams in a suitable position following a 6-12 months period of training and mentoring

PROGRAMME PARTICIPANTS

- University graduates from nautical institutes worldwide with a bachelor's degree, preferably in Naval Architecture, Shipping
- Good command of English is required

SELECTION PROCEDURE

- A maximum of 3 candidates will be selected each year
- A candidate not selected by the committee in the year of application may re-apply in the following year(s)
- Candidates may specify the department and location (BSM has a global presence in over 30 locations) in which they would prefer to pursue their career; departments are HR Marine, Technical, Loss Prevention, Safety & Quality, Newbuilding and Conversion
- A local Director and departmental mentor will be responsible for mentoring selected candidate(s)
- Performance evaluation after one year to assess suitability for a full-time role within the business unit
- Successful candidates will be contractually obliged to remain as employees of the Company for at least 3 years following successful completion of the training/mentoring period
- All BSM policies will apply to the successful candidates during the training period

DECISION MAKING COMMITTEE

- The committee comprises the CEO, COO, HR Marine Director and HR Shore Director plus two additional Directors

FUTURE ROLES ASHORE

- Technical Superintendents
- Marine Superintendents

PROGRAMME BENEFITS

- Mentoring from senior professionals within the industry on a one-to-one basis
- A shore-based career in the location and department of your choice
- Bridge for the gap between shipping students and the world of work
- Valuable industry experience

If you are interested in being considered for this programme, please send your CV by email to bsm-trainee@bs-shipmanagement.com the latest by May 6th, 2016, with a covering letter explaining the reasons you would be suitable.