TURTLE
A Digital Recruitment Solution

November 2023

"Why is there no innovation in crewing?"

Local Manning Agencies

India

Ukraine

Croatia

Bulgaria

...

Romania

Shipping Companies

Seafarers

How to

Seafarer

sends his CVs to general company email address and never hears back.
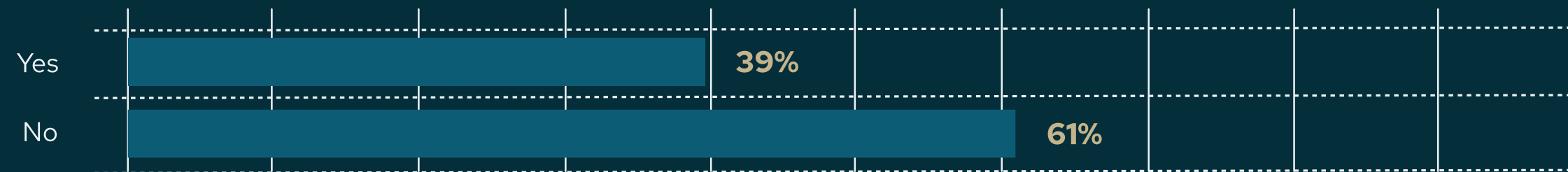
Shipping Companies

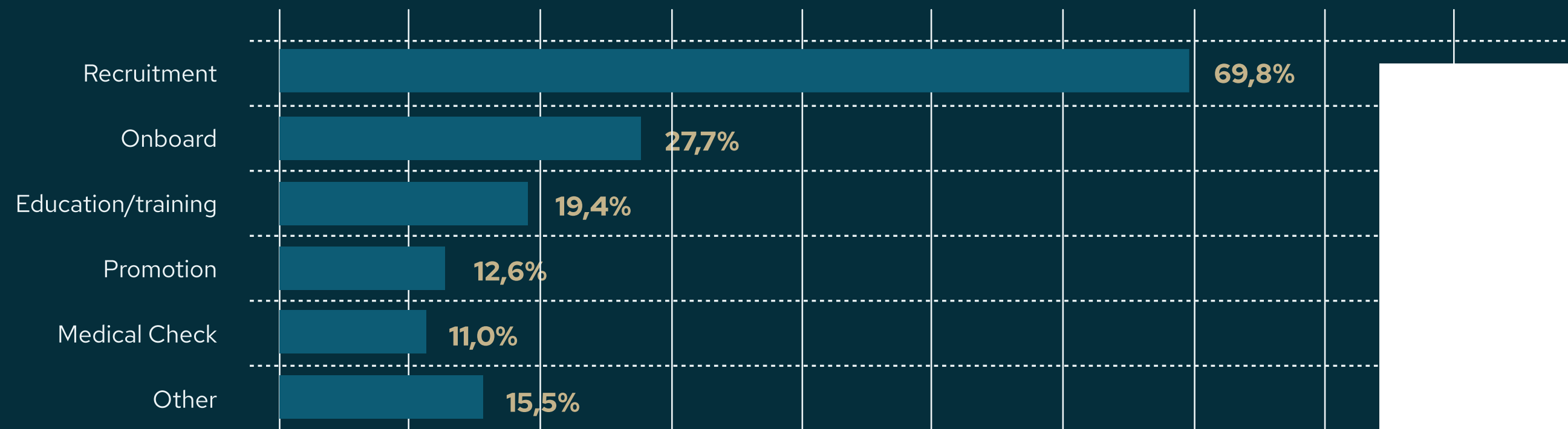receive numerous CVs in different formats, unverified.

Seafarers want to connect directly

PETER

Report
published by IHRB, SSI

Did you experience any form of corruption in connection to the recruitment process or while working?

Yes	39%
No	61%

In which situation did you experience corruption?

Recruitment	69,8%
Onboard	27,7%
Education/training	19,4%
Promotion	12,6%
Medical Check	11,0%
Other	15,5%

Seafarer Voices

"Corruption is everywhere in terms of shipping. The way is just to mitigate it by digitalization in this way human practices of corruption can be avoided."

⚓ 2nd Officer, Phillipines

"Recruitments should be transparent between seafarer & Office."

⚓ Master, India

„There should be platform available to report such cases."

⚓ 3RD Engineer, Ghana

"Told me I'll get job....[if I] spend 3.3 lakhs [$4000] for starting as a cadet in a ship."

⚓ Deck Cadet, India

"the agent take 95000 rupee. and give me fake visa, ticket and offer latter. please help me."

⚓ OS, India

"It was an Ukrainian agency asking 1500 euro to joint a container vessel, but I didn't accept and ignior them."

⚓ 2nd Engineer, Algeria

Our Solution

TURTLE consolidates on a global level & provides the ground for more diverse & efficient crewing operations.

Through TURTLE, we provide access to reputable shipping companies for every seafarer.

Officer shortage* can be moderated through accessing further crewing geographies, inspiring diversity.

Our global seafarer database enables efficient crew changes

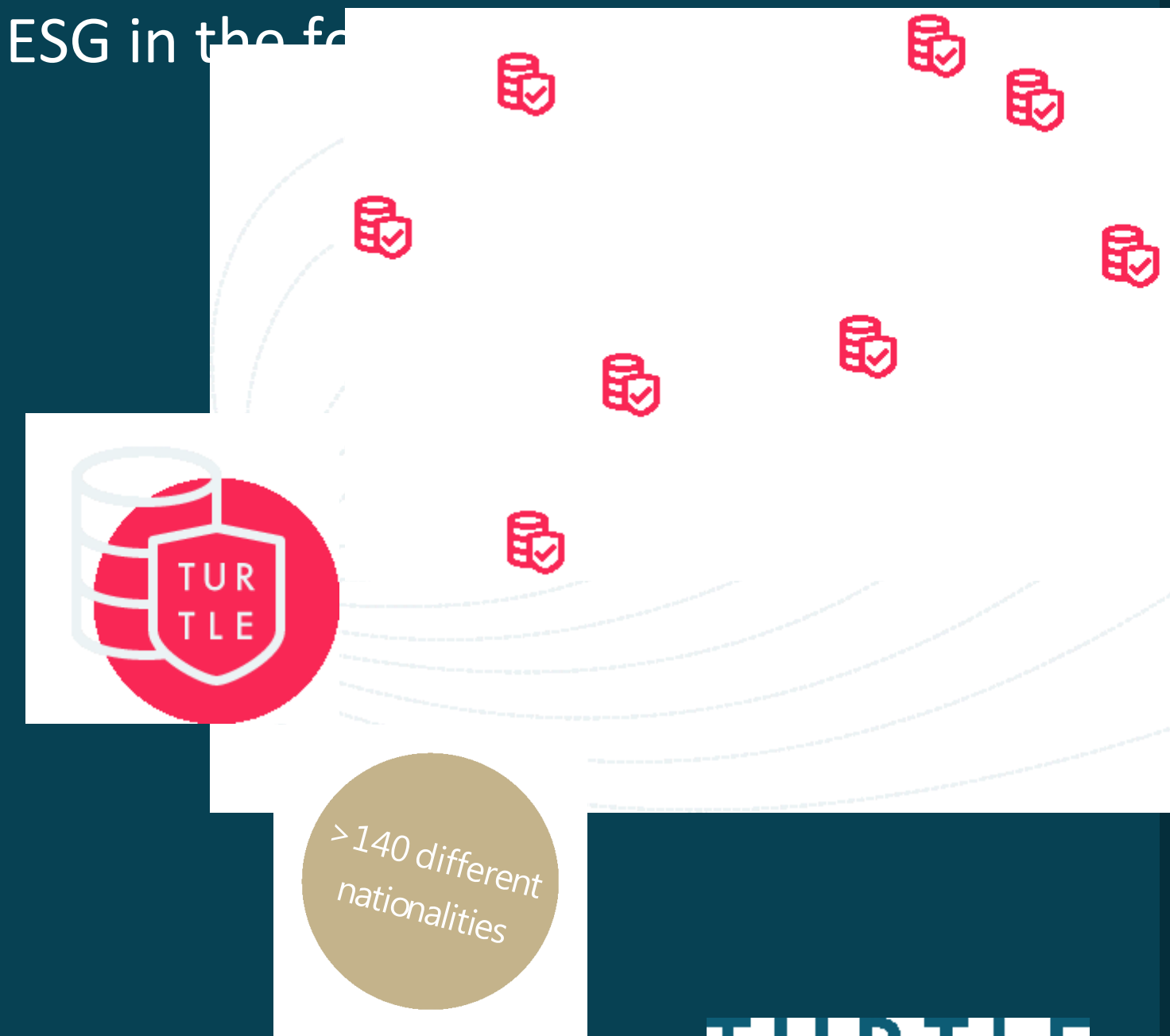*90.000 add. Officers required until 2026

Digital Solutions
How to contribute to a fair and transparent recruitment

- **Direct and Transparent Hiring:** Mitigation of corruption risk by establishing direct contact between candidate and recruiter

- **Anonymized Profiles :**
  - Ensuring unbiased sourcing and foster gender diversity
  - Protecting seafarers' personal data

- **Enspiring Nationality Diversity:** Giving access to further crewing geographies

- **Promoting Young Talent:** Equal access to opportunities for senior AND junior candidates at the start of their career

Ethical recruitment

ESG in the f

TUR TLE

>140 different nationalities

TURTLE
MARITIME MATCHMAKING

Digital Solutions
How seafarers benefit from digital solutions

TURTLE
MARITIME MATCHMAKING

Data Privacy and Control

Prioritize data security, empowering seafarers to manage their profile visibility, maintaining control over their personal information.

Informed Choices

Explore potential employers, making informed decisions about their career paths and workplace preferences.

Network effect

Junior and senior seafarers are connected in TURTLE for mentoring and networking purposes.
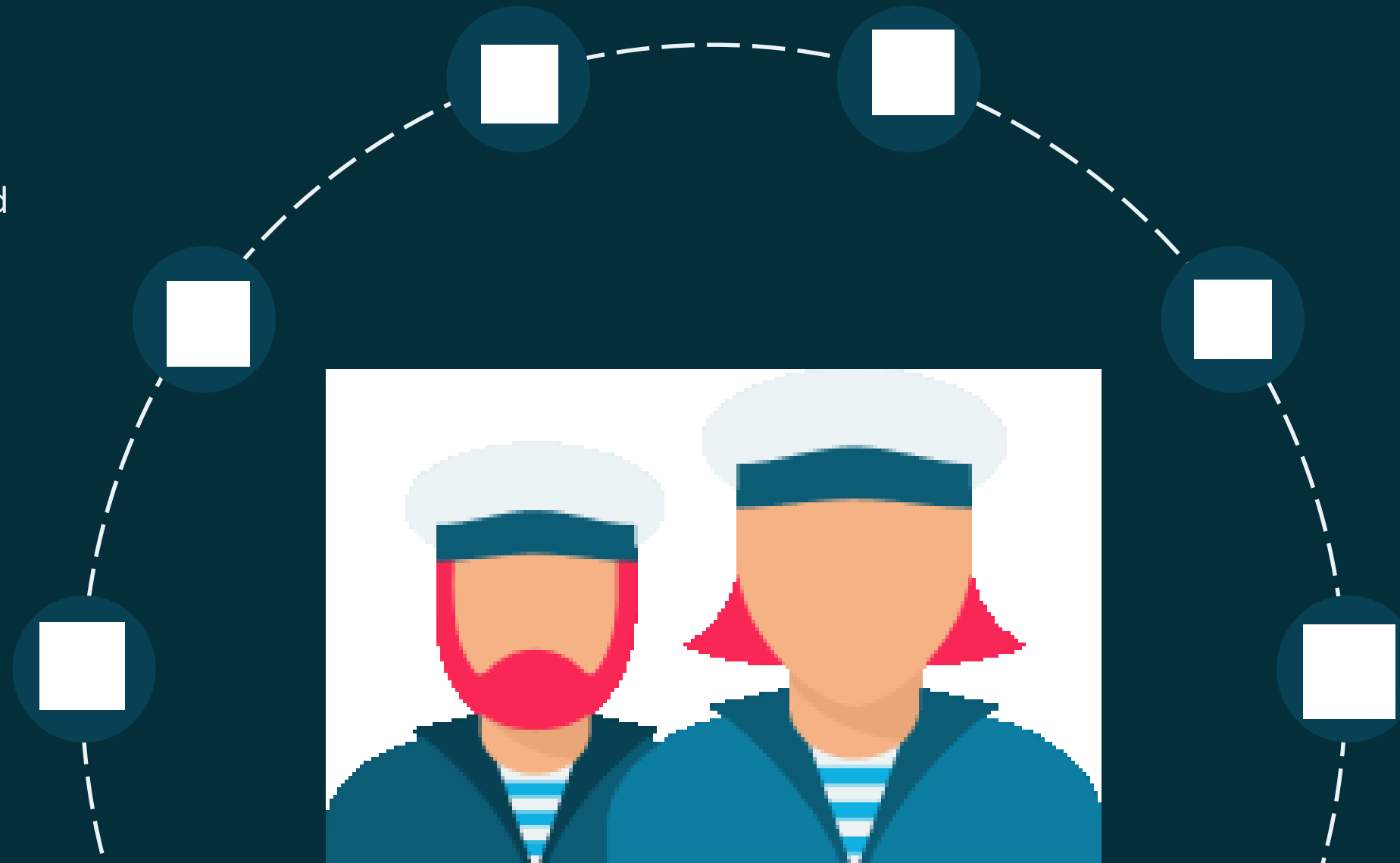
Direct Access to Reputable Companies

Seafarers are seamlessly connected with respected global shipping companies, ensuring credible career opportunities.

Opportunities globally

Provide a safe gateway to trustworthy employers 24/7 via web and app access.

Salary Transparency

Enable seafarers to gauge their salary levels against industry standards, promoting transparency and fair compensation.

Fair recruitment
What can maritime do?

Data-driven recruitment

Advocate for "Employer pays principle"

Reporting systems

Human rights due diligence

Possible measures

What can be done?

Active exchange- seafarers and shipping companies

Raise awareness

Effective remedies

Enforce penalties for recruitment fee charging

Investigate recruitment fee charging