



# New season, new comer, new team

Chloe Collet of YPI Crew looks at the 2023 recruitment season and asks whether you have the right qualifications

The 2023 yacht crew recruitment season has been quite intense. We have registered a very large number of new crew candidates in our database. Over 1100 new profiles in all departments have been uploaded into our online database since January 2023 with a spectacular increase in April 2023 of 457 new registrations in comparison with April 2022. This staggering amount, over 110 a week, is a key indicator of the current job-seekers market during the busy spring recruitment season. A large amount of these candidates are new comers from all four corners of the globe eager to secure their first job onboard.

Yachting has become a household word with the development of social media channels and reality TV. However, the current onboard employment opportunities, even if we are in a vibrant and expanding industry, will not be able to absorb this large number of potential new crew entrants, many without previous maritime or hospitality experience. How then does a new comer make a difference in such a competitive environment?

Our team of specialised recruiters has also grown this year with new coordinators and larger specialised teams in all departments, adjusting to the requirements of the industry and promoting our professional position as forerunners in the yacht crew recruitment sector. Each department has expert advice to share as the yachting industry has evolved a lot over the past ten years.

To start, our President Laurence Lewis recommends; "not to come to soon, too young with no life and work experience". Working for UHNW individuals requires some maturity and self-confidence which comes with real life work experience. Holding a STCW Basic Training Certificate and passing a Seafarer's Medical is not enough and this will not set you apart from the rest of the crowd.

The engineering department's tips for success are to focus on building up a professional reputation before chasing a title or a salary/benefits package. An engineering or deck officer coming from a commercial background may need to start at a lower rank or on a permanent, non-rotational contract with less leave. Accepting a short-term or temporary assignment is also a great way to get your foot in the door and build the basis of a successful career in yachting.

Our interior department that has recently welcomed a new recruitment coordinator and strengthened the existing junior, specialised and senior stew teams encourages new comers to identify what makes them stand out from their other job-seeking counterparts. Do you have any special skills or talents that set you apart? For example, have you lived in many different countries and travelled and worked or studied abroad? Do you speak another language or have an artistic talent, play an instrument, sing or dance? Perhaps you have played an individual or team sport to a national or international level or run a marathon? Think outside the box about what makes you "you". This could be your point of entry into the yachting industry.

Furthermore our deck and bosun department recommend that deck crew include any relevant skills such as carpentry, diving, watersports, experience as a life guard or having worked long hours in hospitality.

Finally, all new comers are advised to pay extra special attention to their social media footprint. Your future employer may conduct digital background checks. Double check your email address and create a new one just for professional correspondence if necessary. Be attentive to your profile photo on all online media and to what is publicly visible as this creates an initial first impression that could result in obtaining an interview or not.

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