



# YPI CREW Recruitment Market Report

The attractiveness of the yachting industry is at an all time high. The current challenge is to navigate through the vast pool of candidates and efficiently pair appropriate talent with corresponding yachts.

As we present the YPI CREW Recruitment Market Report, I am pleased to share with you an in-depth analysis of the current trends in superyacht crew recruitment. In a year marked by global economic unrest, the industry has continued to demonstrate robust demand for qualified crew members.

Our report delves into the critical need for crew members who are not only highly skilled but also capable of navigating the unique challenges presented by the industry. We've seen a particular demand for a work-life balance, the request for competitive compensation packages an emphasis on specialised skills. This is a testament to the industry's commitment to excellence and an indicator of the direction in which our industry is headed.

YPI CREW is ideally positioned to tackle this surge of yacht crew and help our clients find the appropriate talent for their yachts. With over two decades of industry experience and vast networks, our recruiters serve as trusted partners in aligning top crew members with leading yachts globally.



**Laurence Lewis**  
President of YPI CREW  
[laurence@ypicrew.com](mailto:laurence@ypicrew.com)



# Contents

**01** Yacht size and crew placement

---

**02** Private vs. charter recruitment

---

**03** Overall new build market

---

**04** New build market - 50m and above

---

**05** General Recruitment Trends

---

**06** Captain Recruitment Trends

---

**07** Officer Recruitment Trends

---

**08** Captain & Officer Salary Packages

---

**09** Deck & Bosun Recruitment Trends

---

**10** Deck Crew Salary Packages

---

**11** Engineering Recruitment Trends

---

**12** Engineering Salary Packages

---

**13** Chef Department Recruitment Trends

---

**14** Chef Salary Packages

---

**15** Interior Recruitment Trends

---

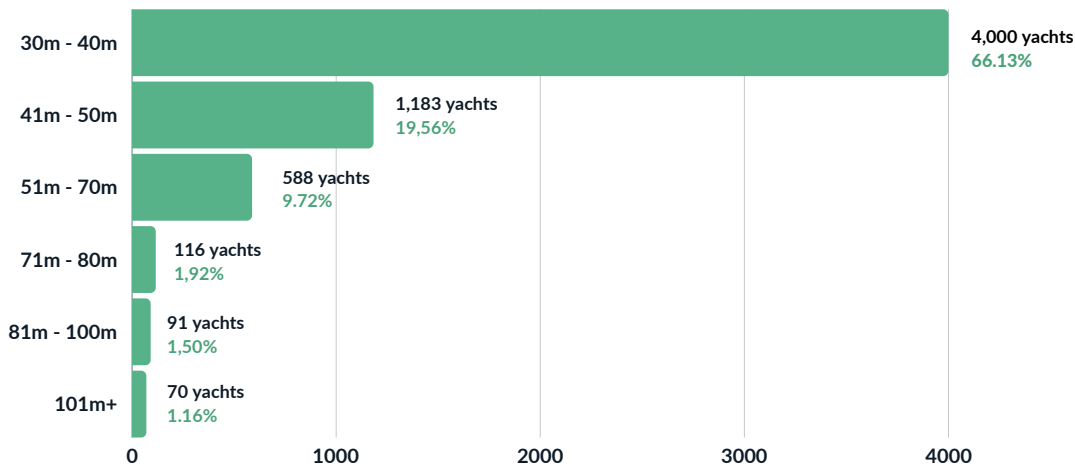
**16** Interior Crew Salary Packages

# Yacht size and crew placement

The global fleet and main crew recruitment categories

The global superyacht market consists of 6,738 yachts over 30m/100ft in length and above. Our data shows that 38% of our job orders are on yachts between 51 and 70 metres and 43% of our job orders on yachts over 70 metres. Even though our expertise is evident in these larger categories, we also serve the 31-50 metre market segment, which accounts for 19% of our business.

There are a total of **6,048** superyachts over 30m/100ft in length in the current global fleet.\*

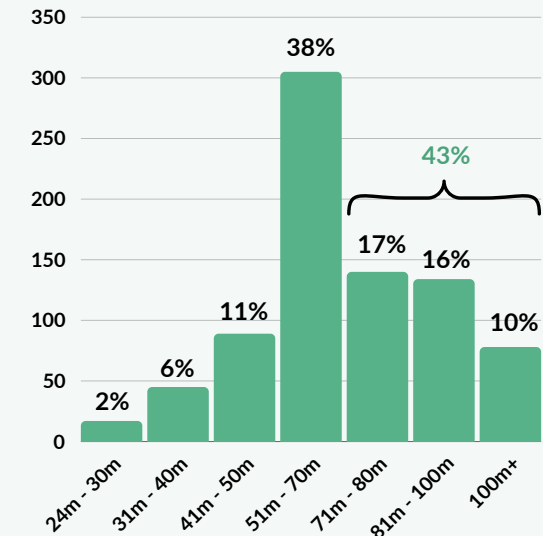


Data source: **BOAT** PRO

\*Number of superyachts over 30m in length launched before the end of 2023.

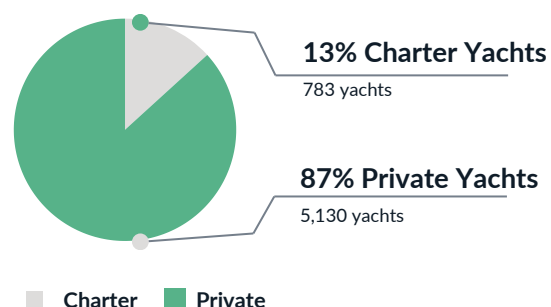


## YPI CREW job order distribution per size



# Private vs. charter recruitment

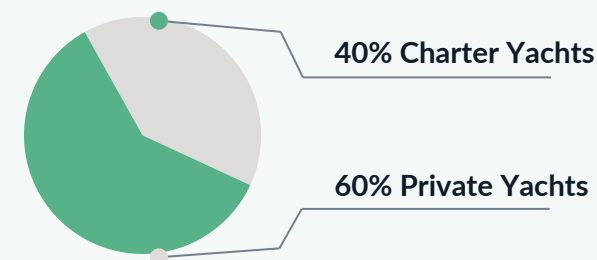
## Private vs. Charter yachts overall



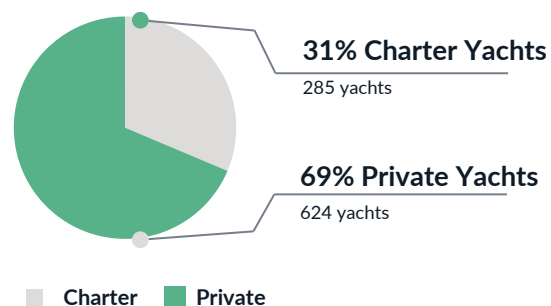
Only **13% (783 out of 5,913)** of all delivered 30m or above superyachts in size are available for charter.

## YPI CREW job distribution Private vs. Charter

Analysing our crew placements, charter yachts accounted for 40%, while 60% of total placements were on private yachts.



## Private vs. Charter yachts 50m and above



**31.4% (285 out of 909)** of all delivered 50m or above superyachts in size are available for charter.

Data source: **BOAT** PRO

\* The data specifying whether a yacht is operating as a charter or as a private yacht is available for 5,913 out of a total of 6,048 Superyachts over 30m in length launched before the end of 2023.

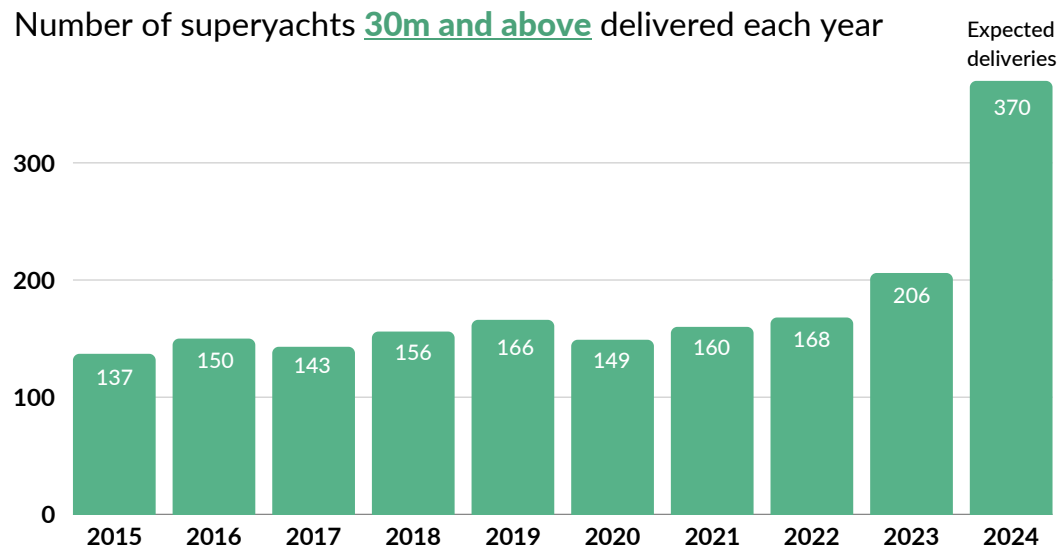


# Recruitment and new build market - Overall

With a whopping 370 new deliveries scheduled for 2024, the market is showing a general upward trend in deliveries suggesting a healthy and expanding industry.

This underscores the significance of implementing robust recruitment strategies to address the growing demand for yacht crew. At YPI CREW, we are preparing by hiring new colleagues and engaging in strategic recruitment efforts throughout 2024.

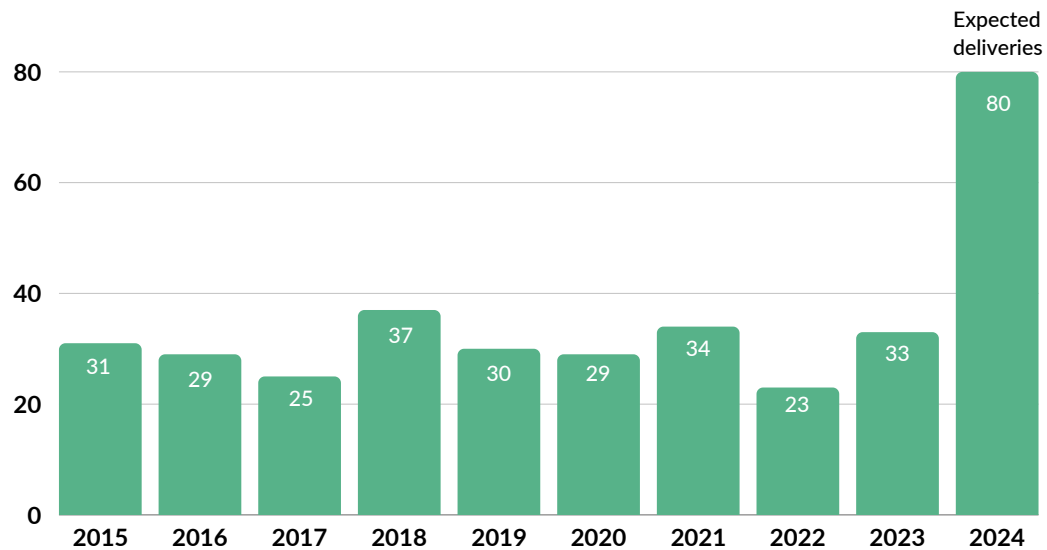
Our clients can count on YPI CREW to carry on delivering bespoke recruitment services. When yachts compete with each other for talent, clients need to rely on agile and efficient recruiters.



# Recruitment and new build market - 50m and above

The 50m or above market is due for a large surge in deliveries in 2024, with a total of 80 yachts scheduled for delivery. At YPI CREW we have taken the necessary steps to recruit internal staff to meet this growing demand and remain the front runners in crew recruitment for large yachts.

Number of superyachts 50m and above delivered each year



Data source: **BOAT** PRO 



# Recruitment Trends

## Key trends in superyacht crew recruitment

- **Competitive Compensation Packages**

Salaries and leave packages remain a crucial factor in attracting skilled crew members. Highly qualified crew are seeking packages that accurately reflect their expertise, certifications and the value they bring to their roles onboard.

- **Work-Life Balance**

The desire for a better work-life balance continues to be prevalent among superyacht crew. This includes preferences for rotational positions that allow for scheduled time off, as well as yachts with itineraries that offer a good mix of guest-on and guest-off periods. Employers are responding by adjusting leave schedules and offering more flexible contracts to attract and retain top talent.

- **Emphasis on Soft Skills**

While technical prowess remains crucial, there's a growing recognition of the importance of soft skills. Attributes such as teamwork, communication, and adaptability are increasingly emphasised during the recruitment process, reflecting the collaborative nature of yacht crew work and the premium placed on guest experience.

- **Sustainability and Environmental Awareness**

With increasing awareness of environmental issues, conversations are developing around sustainable practices. This includes expertise in managing waste, reducing emissions and operating advanced environmental technology on board.



### ENVIRONMENTAL CREW GUIDELINES

Initiated by **Water Revolution Foundation**, in collaboration with **MB92 Group** and **supported by YPI CREW and other companies**, the guidelines aim to promote best practices for crew and chart the course towards a greener, more sustainable future – all fuelled by requests from within the yachting industry.

# Captain Department Recruitment Trends

## Key trends affecting the recruitment of Captains

### Elevated leadership and certification standards

There is an increased focus on leadership and certification standards, with some captains transitioning from the commercial sector and bringing enhanced qualifications. There is also a rising interest for captains who act as ambassadors for eco-friendly yachting. Furthermore, a university degree in business or other relevant fields is more frequently requested by yacht owners for captains who can act as ambassadors for eco-friendly yachting, promoting sustainable practices. Furthermore, a university degree in business or other relevant fields is more frequently requested by yacht owners.

### Crew management, mentoring and psychometric testing

Captains are now expected to embrace crew management, crew mentoring and fostering a positive onboard culture that extends to mental health and offering personal development courses to enhance crew longevity. Psychometric testing is being developed to ensure better compatibility at Captain level and in house Chloe Collet is conducting these tests for our clients.

### Rise of explorer yachts

The surge in popularity of explorer yachts has introduced a new trend underscoring the need for captains with specialised qualifications such as Polar Code licenses and knowledge of navigating remote destinations.



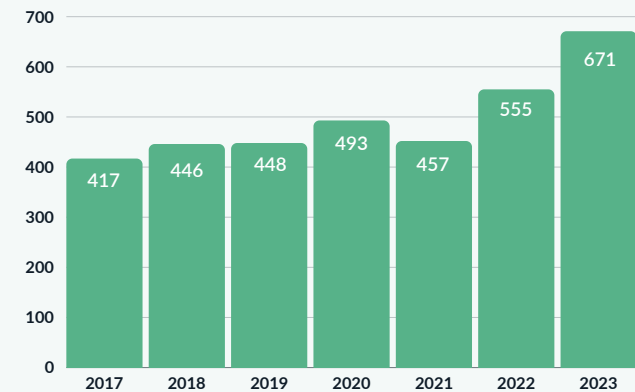
**Ulrica Lindstrom**

Head of the Captain & Officer Department

[ulrica@ypicrew.com](mailto:ulrica@ypicrew.com)

## Captain registrations with YPI CREW

There was a **21% increase** in captain registrations between 2022 and 2023, raising the question of whether even an increase in rotation will generate enough positions for this cohort of captains. Finding the needle in the haystack requires working in close partnership with an experienced dedicated recruitment company, such as YPI CREW.



\*Note that an increase in candidate numbers does not guarantee quality. In reality it amplifies the importance of skilled recruiters in guiding clients to secure the most suitable talent.





# Officer Department Recruitment Trends

Key trends affecting the recruitment of Officers

## Leadership and crew development

The recruitment of superyacht Chief Officers is centred around longevity, leadership and mentoring through teaching. Safety and administration are a priority.

## Additional skills

The majority of clients are showing increased interest in the candidate's pre-yachting backgrounds, business degrees, education, languages and certifications. Divers, surfers and active crew members are sought after.

## Certification requirements

It is observed that the majority of Second Officer roles on yachts above 60 metres are requiring Chief Mate Licences. Similarly, most Chief Officer roles on yachts above 70 metres are also demanding Master 3000 qualifications, reflecting a shift towards higher certification standards in the industry.



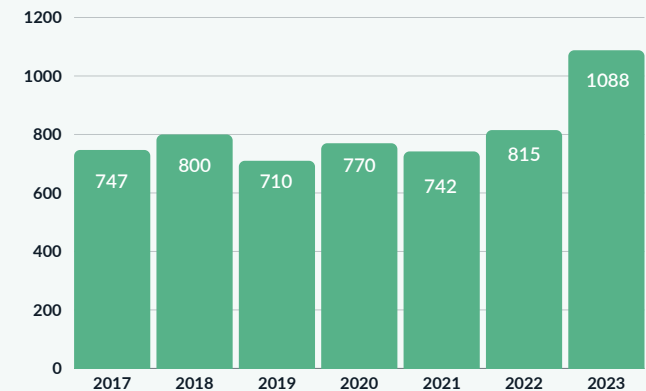
**Lisa Frost**

Captain & Officer Recruitment Specialist

[lisa@ypicrew.com](mailto:lisa@ypicrew.com)

## Officer registrations with YPI CREW

Between 2022 and 2023, there was a substantial **34% increase** in Chief Officer registrations, signaling a bottleneck. Consequently, Chief Officers may need to remain in their current roles longer due to the limited opportunities at Captain level.



\*Note that an increase in candidate numbers does not guarantee quality. In reality it amplifies the importance of skilled recruiters in guiding clients to secure the most suitable talent.

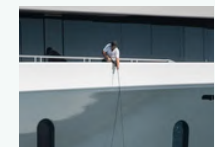
## Officer roles



Chief Officer



Second Officer



Third Officer

## CAPTAIN & OFFICER SALARY AND LEAVE PACKAGES

		Below 30m	30m – 40m	40m – 50m	50m – 70m	70m – 80m	80m – 100m	100m +
<b>Captain</b>	<b>Salary (€)</b> Leave	4 500–6 000 45–60 days	6 000–9 000 45–60 days	8 000–13 000 45–60 days or equal rotation	9 000–18 000 60-90 days or equal rotation	14 000–20 000 60-90 days or equal rotation	15 000–23 000 60-90 days or equal rotation	Discretionary Equal rotation
<b>Chief Officer</b>	<b>Salary (€)</b> Leave	–	–	5 500–7 000 45–60 days	6 000–7 500 60-90 days or equal rotation	7 000–9 500 60-90 days or equal rotation	8 500–11 000 60-90 days or equal rotation	9 500 + discretionary Equal rotation
<b>First Officer*</b>	<b>Salary (€)</b> Leave	3 500–4 500 45–60 days	3 500–5 500 45–60 days	–	–	–	–	7 500–10 000 Equal rotation
<b>Second Officer</b>	<b>Salary (€)</b> Leave	–	–	–	5 000–6 500 60-90 days or equal rotation	5 500–6 500 60-90 days or equal rotation	6 000+ 60-90 days or equal rotation	6 500–7 500 Equal rotation
<b>Third Officer</b>	<b>Salary (€)</b> Leave	–	–	–	5 000–5 500 60-90 days or equal rotation	5 000–5 500 61-90 days or equal rotation	5 500–6 500 62-90 days or equal rotation	5 500–6 500 Equal rotation

All the Captain and Officer salaries will depend on experience and maritime qualifications.

\* On smaller yachts the First Officer is generally referred to as the Mate or First Mate. On yachts over 100m / 3000GT there are often two distinct roles for a First Officer and a Chief Officer.

## YPI CREW Deck Department Recruitment Team



**Ulrica Lindstrom**  
Head of Captain and Officer Department

[ulrica@ypicrew.com](mailto:ulrica@ypicrew.com)  
t. +33 (0) 4 92 90 46 10  
m. +33 (0) 6 27 39 65 45



**Lisa Frost**  
Captain and Officer Recruitment Specialist

[lisa@ypicrew.com](mailto:lisa@ypicrew.com)  
t. +33 (0) 4 92 90 46 10  
m. +33 (0) 6 98 93 84 32



**Caitlin Sorrell**  
Captain and Officer Recruitment Specialist

[caitlin@ypicrew.com](mailto:caitlin@ypicrew.com)  
t. +33 (0) 4 92 90 46 10  
m. +33 (0) 6 17 63 82 84

# Deck & Bosun Recruitment Trends

## Key trends affecting the recruitment of Deck crew

### Increased demand for specialised skills

There is a growing demand for deck crew with specialised skills such as photography, videography, carpentry, watersports, diving, fitness and wellness. The industry is looking for individuals who can enhance the onboard experience for guests with a more holistic approach and personalised services.

### Enhanced training and certifications

There's a growing emphasis on candidates possessing not just basic training but also advanced maritime certifications, including Powerboat Level 2, Yachtmaster Offshore, PDSD, RYA PWC or AEC1.

### Yacht Rating Certificate (YRC)

YRC are commonly requested when applying for experienced/senior deck roles. They provide an assurance to Captains that a seafarer has advanced deck skills and can deal with greater responsibilities. Our deck team therefore recommends that deck crew obtain this certification in order to grow within their rank.



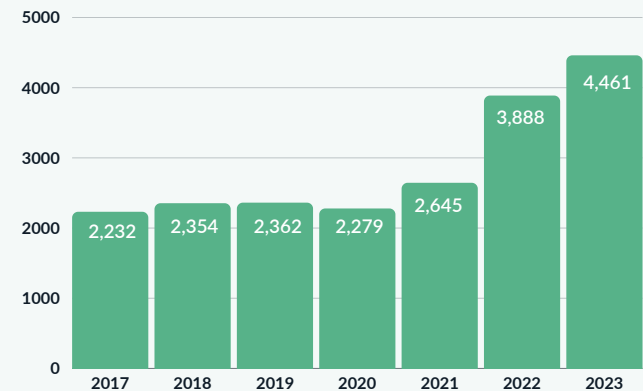
**Fiona Murray**

Head of Deckhand & Bosun Department

[fiona@ypicrew.com](mailto:fiona@ypicrew.com)

## Deck crew registrations with YPI CREW

The increase in the number of deck crew registrations between 2022 and 2023 was **15%**. Registrations have been rapidly increasing since 2021, creating fierce competition between the deck crew.



\*Note that an increase in candidate numbers does not guarantee quality. It actually amplifies the importance of skilled recruiters in guiding clients to secure the most suitable talent.

## Deck and Bosun roles



Bosun



Deckhand



Deckhand / Carpenter



Deckhand / Dive Instructor

## DECK CREW SALARY AND LEAVE PACKAGES

		Below 30m	30m – 40m	40m – 50m	50m – 70m	70m – 80m	80m – 100m	100m +
Bosun	Salary (€)	–	3 500–4 500	3 500–4 500	3 500–4 500	4 000–5 000	4 000–5 000	4 500–5 500
	Leave	–	50 days	50–60 days	60-90 days or equal rotation	3:1 rotation	3:1 rotation	3:1 rotation or equal rotation
Specialised Deckhand**	Salary (€)	–	3 250	3 800–4 000	3 800–4 000	3 800–4 000	3 800–4 000	3 800–4 000
	Leave	–	50 days	50–60 days	60-90 days or equal rotation	3:1 rotation	3:1 rotation	3:1 rotation or equal rotation
Deckhand Junior	Salary (€)	2 800–3 000	2 800–3 000	2 800–3 000	2 800–3 000	2 800–3 000	2 800–3 000	2 800–3 000
	Leave	45 days	45 days	50–60 days	60–90 days	90 days or 3:1 rotation	3:1 rotation	3:1 rotation

\*\* Specialised Deckhand positions will englobe a Deckhand Tender Driver, Kite Surfer, Carpenter, Diver etc.

## YPI CREW Deck Department Recruitment Team



**Fiona Murray**  
Head of Bosun and Deckhand Department

[fiona@ypicrew.com](mailto:fiona@ypicrew.com)  
t. +33 (0) 4 92 90 46 10  
m. +33 (0) 6 17 63 82 83



**Alex O'Connell**  
Bosun and Deckhand Recruitment Specialist

[alex@ypicrew.com](mailto:alex@ypicrew.com)  
t. +33 (0) 4 92 90 46 10  
m. +33 (0) 6 38 51 56 88

# Engineering Department Recruitment Trends

## Key trends affecting the recruitment of Engineers

### Stable market for senior positions

Over the past few years, there has been a noticeable stagnation in salaries across all levels from junior to senior engineering positions. However, there has been a recent increase in salaries for 2nd and 3rd engineers, aimed at attracting experienced candidates.

### Time-for-time rotation

Prioritising work-life balance, the industry now sees 2:2 rotations as standard for both Chief and 2nd Engineers, making it crucial in attracting top-tier talent.

### Competitive compensation and additional benefits

Engineers on yachts in the US often enjoy higher salaries to those based in Europe, so the European market needs to catch up in order to attract top talent. Beyond the base salary, offering additional benefits such as business class flights, own cabins and budgets for professional development courses is becoming essential to entice high-quality engineers.

### Sustainability and environmental systems

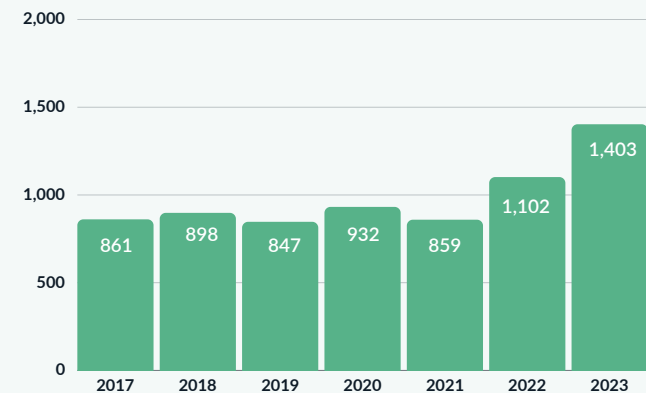
We predict the industry's commitment to minimising its environmental impact will increase the demand for engineers proficient in hybrid propulsion systems and sustainable practices.



**Jacqui Young**  
Head of Engineering Department  
[jacqui@ypicrew.com](mailto:jacqui@ypicrew.com)

## Engineer registrations with YPI CREW

There was a **27% increase** in Engineering registrations between 2022 and 2023, showing a significant surge in engineering crew. Rotation remains the driving factor for this cohort of yacht crew.



\*Note that an increase in candidate numbers does not guarantee quality. In reality it amplifies the importance of skilled recruiters in guiding clients to secure the most suitable talent.

## Engineering roles



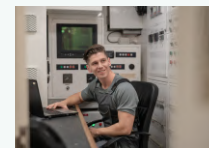
Chief Engineer



2nd Engineer



3rd Engineer



Engineer



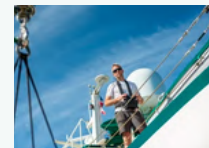
AV/IT Officer



ETO



Motorman



Deck Engineer

## ENGINEERING SALARY AND LEAVE PACKAGES

		Below 30m	30m – 40m	40m – 50m	50m – 70m	70m – 80m	80m – 100m	100m +
Chief Engineer	Salary (€)	–	4 000–6 000	5 000–8 000	7 500–10 000+	10 000+	11 000–15 000+	13 000–15 000+
	Leave		Non-rotational	Non-rotational or equal rotation	Equal rotation	Equal rotation	Equal rotation	Equal rotation
1st Engineer	Salary (€)	–	–	–	–	–	–	8 500–10 000
	Leave							Equal rotation
Second Engineer	Salary (€)	–	–	3 500–4 500	5 000–6 500	6 500–7 000	7 000–8 000	6 500–7 500
	Leave			Non-rotational	Equal rotation	Equal rotation	Equal rotation	Equal rotation
Third Engineer	Salary (€)	–	–	–	–	3 500–4 500	4 500–5 500	4 500–5 500
	Leave					Non rotation or rotation	Non-rotation or rotation	Rotation
Motorman	Salary (€)	–	–	–	–	–	3 200–4 000	3 200–4 000
	Leave						Rotation	Rotation
ETO & AV/IT	Salary (€)	–	–	–	–	6 000–7 000	7 000–8 000+	8 000–10 000
	Leave					Equal rotation	Equal rotation	Equal rotation

### Sole/Chief Engineer:

- For 30m – 40m the salary is based on the candidates holding an AEC/Y4
- For 40m – 50m the salary is based on the candidates holding a Y3 / SV Chief 3000kw
- For 50m – 70m the salary is based on the candidates holding a Y2 / SV Chief 9000kw
- For 70m – 80m the salary is based on the candidates holding a Y1 / SV Chief 9000kw
- For 80m – 100m the salary is based on the candidates holding a Y1/Class I
- For 100m+ the salary is based on the candidates holding a Class I

- For 70m – 80m the salary is based on the candidates holding a Y3 / SV Chief 3000kw
- For 80m – 100m the salary is based on the candidates holding a Y2/Class II
- For 100m+ the salary is based on the candidates holding a Class I/Class II

### Second Engineer:

- For 40m – 50m the salary is based on the candidates holding an AEC
- For 50m – 70m the salary is based on the candidates holding a Y3 / SV Chief 3000kw and on rotation. If the role is permanent then an EOOW qualification is required and the salary would be 5 000–6 500€

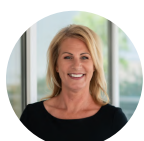
### Third Engineer:

- For 70m – 80m the salary is based on the candidates holding a AEC
- For 80m – 100m the salary is based on the candidates holding an EOOW
- For 100m+ the salary is based on the candidates holding an EOOW

### Motorman:

- For 80m – 100m the salary is based on the candidates holding a STCW III/4
- For 100m+ the salary is based on the candidates holding a STCW III/4

## YPI CREW Engineering Recruitment Team



**Jacqui Young**  
Head of Engineering Department

[jacqui@ypicrew.com](mailto:jacqui@ypicrew.com)  
t. +33 (0) 4 92 90 46 10  
m. +33 (0) 6 17 63 82 75



**Marjorie Baillet**  
Engineering Recruitment Specialist

[marjorie@ypicrew.com](mailto:marjorie@ypicrew.com)  
t. +33 (0) 4 92 90 46 10  
m. +33 (0) 6 16 08 59 08



**Anna Horak**  
Engineering Recruitment Specialist

[anna@ypicrew.com](mailto:anna@ypicrew.com)  
t. +33 (0) 4 92 90 46 10  
m. +33 (0) 7 63 14 00 61



**Stephanie Pickering Smadja**  
Engineering Recruitment Specialist

[stephanie@ypicrew.com](mailto:stephanie@ypicrew.com)  
t. +33 (0) 4 92 90 46 10  
m. +33 (0) 6 62 25 32 25

# Chef Department Recruitment Trends

## Key trends affecting the recruitment of Chefs

### Time for time rotation

Implementing time-for-time rotation 2:2 is becoming more and more sought after and frequent. This is a high pressure position and offering rotation promotes longevity. Time for time rotation is being offered across the board from 3rd Chef to Head Chef, including Sole Chef.

### Competitive package

To attract and retain top culinary talent, competitive compensation and leave packages are essential. Offering a competitive package is crucial in a market where culinary experts are in high demand across various luxury sectors. Salary is no longer the motivating factor for a majority of experienced yacht Chefs. It is work-life balance.

### Global cuisine expertise

The ability to authentically prepare dishes from various global cuisines is highly valued, as it enhances the onboard dining experience and caters to the diverse preferences of guests from around the world.



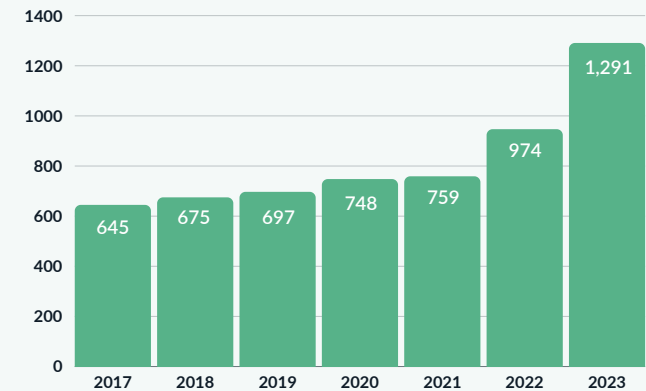
**Helen Papamichael**

Head of Engineering Department

[helen@ypicrew.com](mailto:helen@ypicrew.com)

## Chef registrations with YPI CREW

The number of Chef registrations saw a significant **33% increase** from 2022 to 2023. The role of a Chef on a yacht has gained substantial interest and popularity with the general public.



\*Note that an increase in candidate numbers does not guarantee quality. In reality it amplifies the importance of skilled recruiters in guiding clients to secure the most suitable talent.

## Chef roles



Head Chef



Sous Chef



Crew Chef

## CHEF SALARY AND LEAVE PACKAGES

		Below 30m	30m – 40m	40m – 50m	50m – 70m	70m – 80m	80m – 100m	100m +
<b>Head Chef/Sole Chef</b>	<b>Salary (€)</b> Leave	4 500*–5 500 Non-rotational	5 000–6 000 2:2 rotation or non-rotational	6 000–8 500 2:2 rotation or non-rotational	6 000**–9 000 2:2 rotation or non-rotational	8 000+ 2:2 rotation or non-rotational	8 500+ 2:2 rotation or non-rotational	10 000+ 2:2 rotation or non-rotational
<b>Sous Chef</b>	<b>Salary (€)</b> Leave	–	–	4 000–5 000*** Non-rotational	4 000****–6 000 2:2 rotation or non-rotational	4 500****–6 000 2:2 rotation or non-rotational	6 000+ 2:2 rotation or non-rotational	6 000+ 2:2 rotation or non-rotational
<b>Third Chef</b>	<b>Salary (€)</b> Leave	–	–	–	–	4 500 2:2 rotation	4 500–5 500 2:2 rotation	4 500–5 500 2:2 rotation

\* Combined Cook/Stew or Cook/Deck role

\*\* Rotational positions start at 6 000€ while non-rotational positions start at 7 000€

\*\*\* Lower end refers to crew with no yachting experience

\*\*\*\* Rotational positions start at 4 500€ while non-rotational positions start at 5 000€

More and more yachts, from 30m+, are offering rotation at all levels in the galley in order to secure the best candidate on the market.

## YPI CREW Chef Recruitment Specialist



**Helen Papamichael**

Head of the Interior Department /  
Chef Recruiter

e. [Helen@ypicrew.com](mailto:Helen@ypicrew.com)

t. +33 (0) 4 92 90 46 10

m. +33 (0) 6 17 63 82 82



# Interior Department Recruitment Trends

## Key trends affecting the recruitment of Interior crew

### Emphasis on hospitality skills and experience

With the increasing number of steward candidates, the competition is fierce and the industry prioritises candidates with proven strong backgrounds in hospitality, particularly those who have experience in high-end hotels, resorts, cruise liners or luxury event planning. This expertise ensures the delivery of exceptional service standards onboard.

### Growing importance of soft skills

Apart from competitive practical skills there is an emphasis on excellent interpersonal skills, including communication, flexibility and the ability to maintain discretion. Reference checks are particularly useful in providing valuable insights into the soft skills of a candidate, making them a crucial part of the recruitment process.

### The need for specialised interior positions

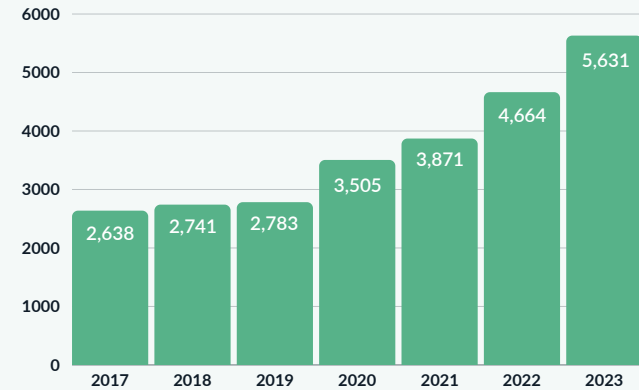
There's a growing demand for interior crew members with specialised skills, such as Spa Therapists, certified Nurses, Hairdressers and Beauticians. These roles can be particularly challenging to fill, as they require finding professionals willing to adapt to the unique lifestyle and demands of working on a superyacht. We are looking to build passarelles with SEA CHEFS, a cruise ship, hotel and catering service provider (this company has recently joined the Schulte Group to which we belong to).



**Louise Overend**  
Interior Department Team Leader  
[louise@ypicrew.com](mailto:louise@ypicrew.com)

## Interior crew registrations with YPI CREW

After a few years of stable growth, we note a **21% increase** in registrations between 2022 and 2023.



\*Note that an increase in candidate numbers does not guarantee quality. In reality it amplifies the importance of skilled recruiters in guiding clients to secure the most suitable talent.

## Interior crew roles



Purser



Chief Stew



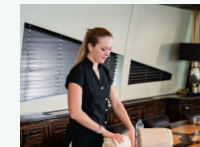
Head of Service



Head of Housekeeping



Steward/ess



Spa Manager



Spa Therapist



Nurse



Personal Trainer



Yacht Chef

## INTERIOR DEPARTMENT: PURSER AND STEW SALARY AND LEAVE PACKAGES

		Below 30m	30m – 40m	40m – 50m	50m – 70m	70m – 80m	80m – 100m	100m +
<b>Purser</b>	<b>Salary (€)</b> Leave	–	–	–	6 500–8 000 90 days+ or equal rotation	7 000–8 000 Equal rotation	8 000–9 500 Equal rotation	8 500+ Equal rotation
<b>Chief Stew</b>	<b>Salary (€)</b> Leave	3 500–4 000 60 days	4 000–5 500 60 days	4 500–6 000 60 days +	5 500–8 000 60 days+, 90 days+ or equal rotation	7 000–8 000 equal rotation	7 000–8 500 Equal rotation	8 500+ Equal rotation
<b>Head of Service</b>	<b>Salary (€)</b> Leave	–	–	–	–	4 500–5 500 90 days+ or equal rotation	5 000–6 000 Equal rotation	5 500+ Equal rotation
<b>Head of Housekeeping</b>	<b>Salary (€)</b> Leave	–	–	–	–	4 500–5 500 90 days+ or equal rotation	5 000–6 000 Equal rotation	5 500+ Equal rotation
<b>2nd Stew</b>	<b>Salary (€)</b> Leave	–	3 000–4 500 60 days +	3 800–4 250 60 days +	4 250–5 500 60 days+ or 90 days+	4500–5 500 90 days+ or equal rotation	5 000–6 000 Equal rotation	5 500+ Equal rotation
<b>Experienced Stew 1–3 years experience</b>	<b>Salary (€)</b> Leave	3 500–4 000 60 days +	3 000–4 500 60 days +	3 000–4 500 60 days +	3 000–4 500 60 days +	3 000–4 500 90 days +	3 000–4 500 90 days +	3 000–4 500 90 days +
<b>Junior Stew 0–1 years experience</b>	<b>Salary (€)</b> Leave	2 800–3 300 60 days +	2 800–3 300 60 days	2 800–3 300 60 days +	2 800–3 300 60 days +	2 800–3 300 90 days +	2 800–3 300 90 days +	2 800–3 300 90 days +

### YPI CREW Purser and Stew Recruitment Team



**Louise Overend**  
Interior Recruitment Team Leader

[louise@ypicrew.com](mailto:louise@ypicrew.com)  
t. +33 (0) 4 92 90 46 10  
m. +33 (0) 7 63 78 50 16



**Annabelle Huvelin**  
Interior Recruitment Specialist

[annabelle@ypicrew.com](mailto:annabelle@ypicrew.com)  
t. +33 (0) 4 92 9 046 10  
m. +33 (0) 6 68 67 26 19



**Anita Lukas**  
Interior Recruitment Specialist

[anita@ypicrew.com](mailto:anita@ypicrew.com)  
t. +33 (0) 4 92 90 46 10  
m. +33 (0) 7 86 17 02 93



**Maria Fourre**  
Interior Recruitment Specialist

[maria@ypicrew.com](mailto:maria@ypicrew.com)  
t. +33 (0) 4 92 90 46 10  
m. +33 (0) 7 65 18 58 26

## INTERIOR DEPARTMENT: SPECIALIST POSITIONS SALARY AND LEAVE PACKAGES

		Below 30m	30m – 40m	40m – 50m	50m – 70m	70m – 80m	80m – 100m	100m +
Spa Manager (with yachting experience)	Salary (€) Leave	–	–	–	–	–	4 500+ Equal rotation	4 500+ Equal rotation
Spa Therapist (with advanced level training)	Salary (€) Leave	–	–	4 000–5 000 60 days +	4 000–5 000 60 days +	4 000–5 000 90 days +	4 000–5 000 90 days +	4 000–5 000 90 days +
Masseuse / Beautician (with basic training courses)	Salary (€) Leave	–	–	3 300–4 500 60 days +	3 300–4 500 60 days +	3 300–4 500 90 days +	3 300–4 500 90 days +	3 300–4 500 90 days +
Nurse	Salary (€) Leave	–	–	4 000–4 500 60 days +	4 000–5 000 60 days +	4 000–5 000 90 days +	4 000–5 000 90 days + or equal rotation	4 000–5 000 Equal rotation
Personal Trainer	Salary (€) Leave	–	–	3 300–4 500 60 days +	3 300–4 500 60 days +	3 300–4 500 90 days +	3 300–4 500 90 days +	3 300–4 500 90 days +
Laundry Master	Salary (€) Leave	–	–	–	–	3 500–4 500 60 days +	3 500–4 000 90 days +	4 000–5 000 Equal rotation

### YPI CREW Specialist Positions Recruitment Team



**Louise Overend**  
Lead Interior Recruitment Specialist

[louise@ypicrew.com](mailto:louise@ypicrew.com)  
t. +33 (0) 4 92 90 46 10  
m. +33 (0) 7 63 78 50 16



**Annabelle Huvelin**  
Interior Recruitment Specialist

[annabelle@ypicrew.com](mailto:annabelle@ypicrew.com)  
t. +33 (0) 4 92 9 046 10  
m. +33 (0) 6 68 67 26 19



**Anita Lukas**  
Interior Recruitment Specialist

[anita@ypicrew.com](mailto:anita@ypicrew.com)  
t. +33 (0) 4 92 90 46 10  
m. +33 (0) 7 86 17 02 93



**Maria Fourre**  
Interior Recruitment Specialist

[maria@ypicrew.com](mailto:maria@ypicrew.com)  
t. +33 (0) 4 92 90 46 10  
m. +33 (0) 7 65 18 58 26