

iVOYAGE

Edition 06 | 2025



Piraeus Harbour



From the Bridge

At STAG Marine, our mission remains steadfast: to elevate maritime standards through technical excellence, operational insight, and an unwavering commitment to safety and compliance. This edition of our newsletter showcases key milestones recently achieved in close partnership with our global clients.

This month, we supported four vessels trading worldwide in preparation for RightShip inspections. With an average of 16 observations per vessel, our risk-based coaching and practical onboard training helped align crews with real-world safety and environmental expectations. These initiatives significantly enhanced PSC preparedness and resulted in improved RISQ ratings across the fleet.

We were also privileged to assist a leading tanker operator in restructuring their Safety Management System. The outcome was exceptional: a 2.4 rating in their first-ever TMSA audit, conducted by a major oil company — reflecting both operational maturity and a shared commitment to continuous improvement.

To further strengthen technical competency, we have expanded our simulator-based training programmes, introducing advanced modules on main engine operations,

BWTS, and fuel management. These scenario-driven sessions replicate critical onboard challenges, enabling crew to improve troubleshooting, decision-making, and compliance. The programmes are now being implemented fleet-wide, both onboard and ashore, with measurable impact on operational readiness and cost control.

A notable highlight this quarter was our involvement in the pre-purchase inspection and successful reactivation of an ageing tanker. Through close collaboration with owners and operators, the vessel was restored to full compliance and prepared for global service.

We thank all our stakeholders for their continued trust and look forward to building on this momentum.

Warm regards,

Capt Tanuj Balani
Managing Director,
STAG Marine Group



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- Capt Hemant Arora**



Experience on RISQ 3.1 Preparation

Behind the Checklist: Real-Time Experience on RISQ 3.1 Preparation



The **Good News** is that RISQ 3.1 is a well-compiled publication, with compliance factors for the latest rules and regulations, and sets a very high benchmark for the dry industry.

The **Bad News** is that the majority of bulk carrier vessels and bulk carrier companies are not ready for the RightShip inspection programme.

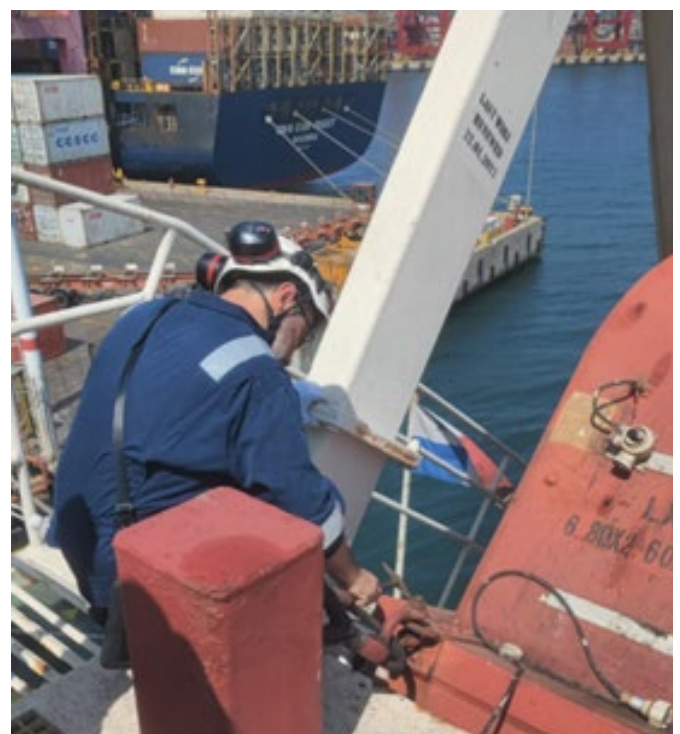
and attended a RightShip audit on a bulk carrier. Upon boarding the vessel, the auditor was alarmed to find major non-compliance in the paperwork and documentation as required by the SMS, as well as a lack of RightShip-compliant knowledge among the seafarers. Additionally, many upgrades were required on deck and in the engine room with respect to housekeeping and general maintenance.

A hands-on account of STAG Marine's successful preparation for a RightShip 3.1 inspection, highlighting key compliance challenges, crew training, and proactive measures that led to outstanding audit results—well below the current industry average for observations.

The RightShip inspection, as per the RightShip Inspection Questionnaire Version 3.1 (RISQ 3.1), is taking the dry fleet vessels by storm.

For the RightShip preparation, our auditor carried out the following:

- Point-by-point check using the RightShip checklist and identification of potential observations



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Key Areas of the RightShip Inspection as observed with the RightShip Inspector:

- Hull and superstructure: Condition, maintenance, and any signs of damage or wear
- Machinery and equipment: Functionality, maintenance, and compliance with safety regulations
- Safety equipment: Presence, condition, and functionality of life-saving appliances, fire-fighting equipment, and navigation aids
- Cargo operations: Procedures, equipment, and documentation related to cargo handling and storage
- Crew and documentation: Verification of crew qualifications, training, and documentation, as well as review of vessel records and certifications

Final Thoughts

We achieved a good result with 10 observations on a 14-year-old ship, while the current RightShip average is 23 observations. There were zero observations on crew competency and certification. There were zero observations on SMS implementation, paperwork, and certification.

STAG MARINE made the vessel stronger in compliance, the crew more positive and confident, and the vessel ready for any inspection!

- Daily follow-up to close observations and report to the company
- Crew training on the RightShip audit
- Crew training on value-added courses required by RightShip (Mental Wellness, Value-Added Courses, etc.)
- PMS upgradation, improvement in housekeeping and general maintenance
- Crew mentoring for the interview session
- Live drills and training on ship's equipment
- Preparation of documents required by the RightShip inspector
- Last-minute checks and guidance to the crew
- Checking and correction of past observations from our database of RightShip observations

Article by
Capt Siddharth Bhandari
Senior Marine Manager



From Struggle to Solution: How iSail-Marine Delivered When It Mattered Most

When Captain Sharma reached out, he wasn't just looking to fill vacancies — he was looking for the right people to keep operations running smoothly. As Head of Department at a well-established shipping company, he had been facing a common yet critical challenge: finding qualified, dependable candidates for both onboard and shore-based roles.

Despite best efforts, the usual routes — job portals, internal references, even agency calls — had led nowhere. The CVs were either outdated, missing certifications, or came from individuals with little interest in joining urgently. "It was getting frustrating," he admitted during his first conversation with the iSail-Marine team. "We were short on time, and the pressure was piling up."

That's when iSail-Marine stepped in.

Rather than diving into résumés, the iSail team began with something different: listening. Through a focused consultation, they mapped out exactly what Capt Sharma needed — rank-wise, experience, certifications, personality traits, and cultural fit.

With this clarity, iSail-Marine initiated a targeted recruitment campaign, drawing from their database of pre-verified maritime professionals and shore-side experts. Within a few days, Capt Sharma received a well-curated shortlist of potential candidates — each one vetted not just for qualifications, but for their suitability to the team and the role.

One hire became a turning point: a Marine Superintendent with DP experience — a role that had remained vacant for over three months. Through iSail's outreach and screening, the right candidate was found, interviewed, and placed within two weeks.

It wasn't just efficient — it was impactful.

Faced with mounting recruitment challenges, Capt Sharma turned to iSail-Marine — not just for candidates, but for solutions. Through focused consultation and targeted outreach, iSail delivered high-quality, pre-verified professionals swiftly and precisely, proving that maritime recruitment works best when it's personal, purposeful, and proactive.

"They didn't flood us with options, they delivered precision — something the maritime industry sorely needs in recruitment," Capt Sharma later said.

From senior seafarers to shore-side technical managers, iSail-Marine continues to support Capt Sharma's team with smart, swift hiring solutions.

At iSail, we believe recruitment isn't just about filling roles — it's about connecting the right people with the right purpose. And sometimes, that starts with just one call.

Because when the right crew is in place, everything moves forward.



Article by
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Why Communication Saves Lives at Sea

Effective communication onboard is not just about clear instructions — it's about creating a space where every seafarer feels heard, respected, and safe. As a psychologist, I often observe that many critical incidents could have been prevented if crew members had felt empowered to speak up or share concerns without fear of judgement or reprimand.

Encouraging emotional expression — talking about stress, fatigue, or personal struggles — is vital. When a seafarer feels overwhelmed but cannot voice it, the silence can lead to impaired judgement or mistakes that jeopardise lives.

Promoting empathy over pity helps build authentic connections; empathy says, "I understand you," while pity distances and disempowers. Similarly, assertive communication allows individuals to express needs respectfully and clearly — unlike aggression, which often breeds resistance and fear.

Onboard culture should normalise conversations about mental states just as much as it does about machinery checks.

"Let's talk this over a cup of coffee." That



moment of pause, of genuine listening, can break barriers and open up a much-needed human conversation.

Onboard communication must create space for seafarers to speak openly about stress and concerns without fear. Empathy, assertiveness, and casual, judgement-free dialogue can improve safety, mental well-being, and prevent critical incidents — because communication is a life-saving tool.

A culture that embraces casual, judgement-free talks — whether in the mess room or on the bridge — can strengthen mental well-being, improve safety awareness, and even save lives. **Communication isn't just a soft skill — it's a life-saving tool.**



Article by
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&

Ms Shradha Balani
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Strengthening Maritime Assurance: iSkill's Training on Global and Port-Specific Operational Standards

In the rapidly evolving landscape of vocational education, **iSkill** stands out as a leader, delivering cutting-edge training programmes that combine innovation with practical relevance. By offering immersive, hands-on learning experiences that closely replicate real-world maritime operations, **iSkill** ensures participants are thoroughly prepared to meet industry demands. Its comprehensive courses empower maritime professionals with the expertise to design, implement, and audit safe and compliant mooring systems in accordance with the latest international and regional regulations.

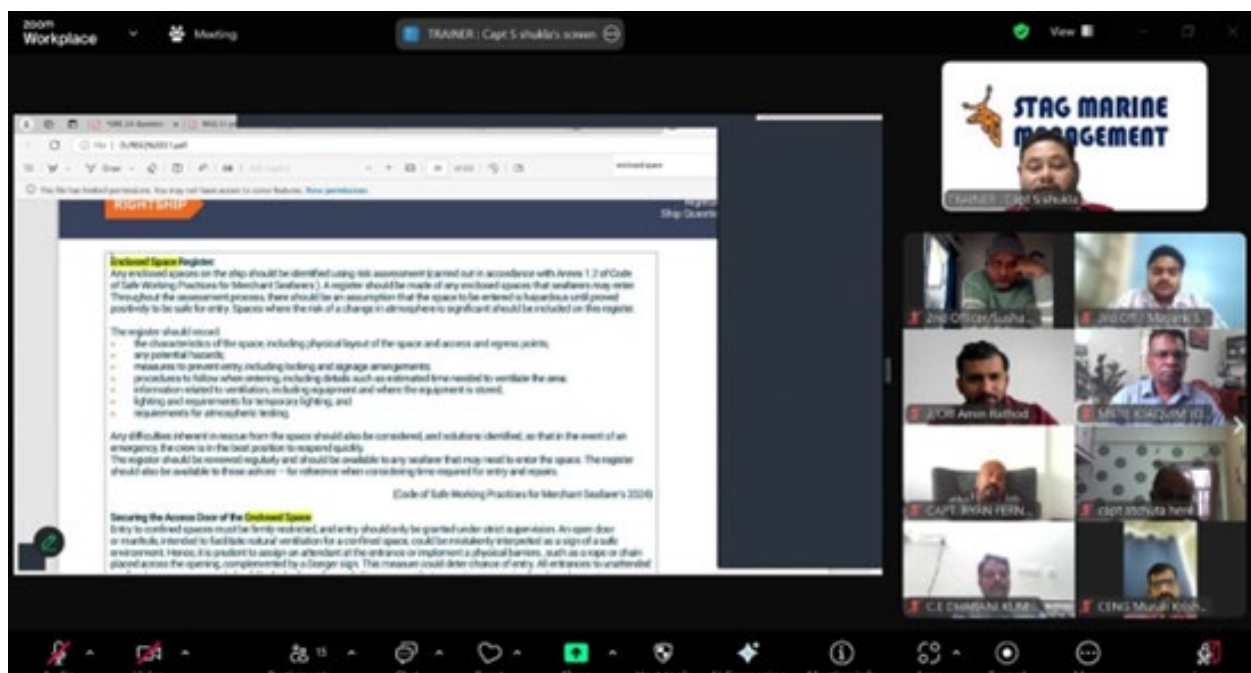
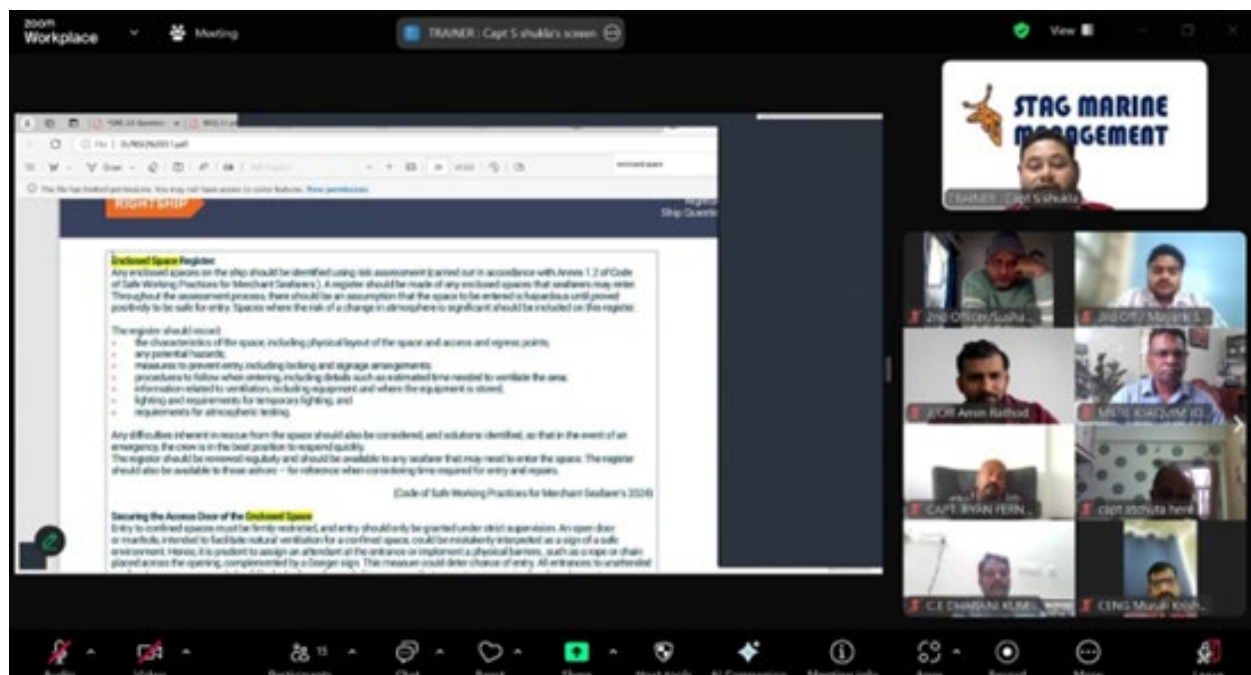
Aligned with global safety and compliance frameworks, the training covers the development of Mooring System

Management Plans (MSMP) and Line Management Plans (LMP), compliance with Port Hedland's stringent operational protocols, and readiness for vessel inspections under RightShip's RISQ 3.1 framework. Through a blend of theoretical grounding and applied learning, **iSkill** equips participants to meet modern shipping challenges with confidence and competence.

1. Course on Mooring Line Care & Maintenance, MSMP & LMP

Regulatory References:

- SIRE 2.0 Chapter 9: Mooring & Anchoring Equipment and Practices – Emphasises the inspection of mooring



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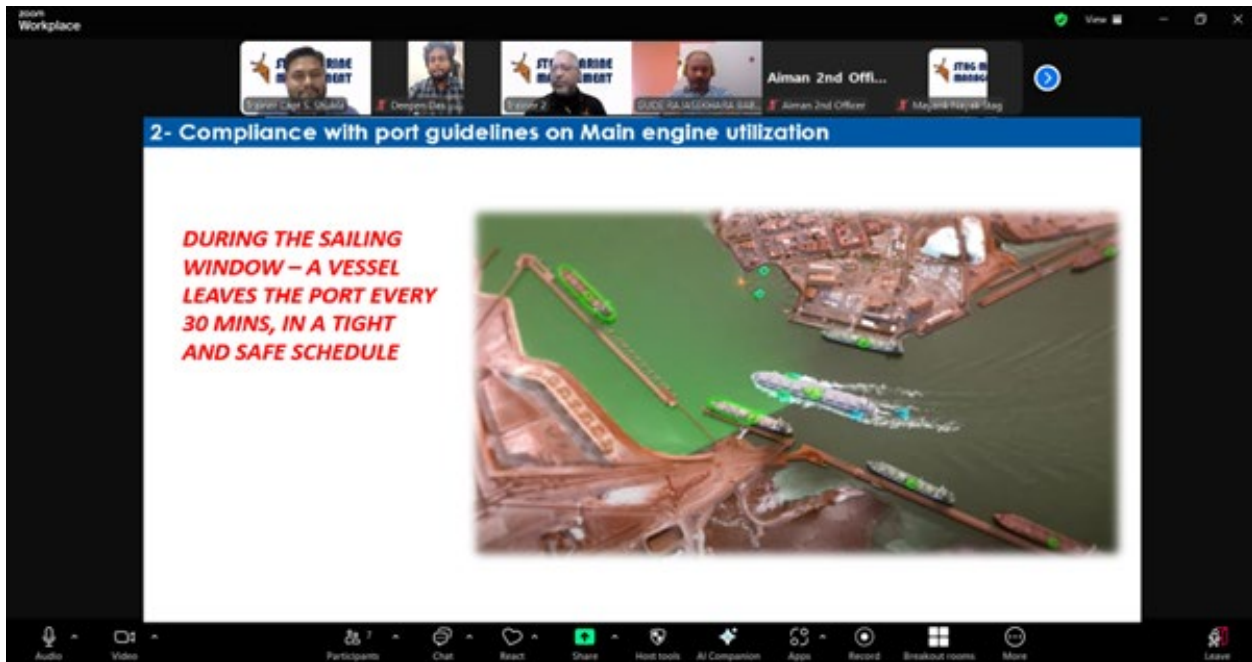
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arrangements, line strength, winch maintenance, and adherence to OCIMF MEG4.

- RISQ 3.1 Section 10: Mooring and Anchoring – Focuses on verifying that mooring systems are properly maintained and used in line with ship-specific procedures.
- INTERTANKO Guideline Section 2 – Mooring Management – Offers practical guidance for developing and maintaining a Mooring System Management Plan, highlighting best practices for documentation, risk assessment, line tracking, and crew training.
- SOLAS II-1, Reg 3-8 – New requirements and related guidelines on towing and mooring.
- IMO MSC.1/Circ.1619 – Guidelines on the design of mooring arrangements and the selection of mooring equipment for safe operations.
- IMO MSC.1/Circ.1620 – Guidance on the inspection and maintenance of mooring equipment.

The course aligns with OCIMF MEG4 guidelines, which mandate that vessels maintain a robust and vessel-specific MSMP and LMP. It provides participants with the knowledge and tools to develop, maintain, and audit these plans effectively.

2. RightShip RISQ 3.1 Training

With the global rollout of RightShip's RISQ 3.1 for bulk carrier vetting, this course equips officers and superintendents with the skills needed to meet the updated requirements. The training is based on:

- Dry Bulk Management System (DryBMS)
- Dry Bulk Vetting Requirements
- RightShip's RISQ 3.1 Standard Inspection Questionnaire

Focus is placed on Safety Management System (SMS) audits, environmental compliance, enclosed space entry protocols, and enhanced reporting of shipboard systems—all now core components of the new RISQ framework.

iSkill delivers industry-aligned training for maritime professionals, focusing on mooring system safety, RightShip RISQ 3.1 compliance, and Port Hedland operational readiness. Through hands-on, regulation-based learning, iSkill equips participants with the practical skills and knowledge to meet today's global and port-specific maritime standards.

3. Port Hedland Operational Requirements

As one of the world's busiest bulk export ports, Port Hedland in Australia mandates strict mooring and operational protocols in line with OCIMF, AMSA, and terminal-specific guidance. This module provides training in pre-arrival documentation, berth-specific mooring strength requirements, pilot interaction, and safety protocols aligned with the Port Hedland Marine Operations Manual and National Standard for Commercial Vessels (NSCV).

iSkill's comprehensive training ensures officers are audit-ready, operationally competent, and fully aligned with the latest global and port-specific standards. By delivering practical, standards-based education, iSkill empowers learners with the skills and confidence needed to excel in their respective fields.

Article by

Mr Shreesh Shukla
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STAG MARINE



Importance of Simulator Training

Simulator training is crucial in merchant shipping for providing practical, hands-on experience in a safe and controlled environment. It allows trainees to develop essential skills and confidence for modern maritime operations, including navigation, engine room management, and crisis management, ultimately enhancing safety and efficiency at sea.

A few key benefits are:

- **Hands-on Experience:** Simulators allow trainees to practise tasks and procedures in a realistic setting, moving beyond theoretical knowledge to develop practical skills.
- **Handling Complex Situations:** Simulators can replicate various shipboard conditions, including engine failures, power blackouts, and adverse weather, enabling trainees to learn how to respond effectively.
- **Familiarisation with Equipment:** Simulators help trainees familiarise themselves with the operation of modern shipboard equipment before encountering them in real-life situations.
- **Learning from Mistakes:** Simulators provide a risk-free environment where trainees can make mistakes and learn from them without causing harm or damage.
- **Improved Decision-Making:** By practising in simulated scenarios, officers can improve their decision-making skills and develop the ability to respond quickly and appropriately to various situations.
- **Reduced Human Error:** Simulator training helps reduce human error — a significant contributing factor to maritime accidents — by preparing officers for potential challenges they may face.
- **Reduced Operational Costs:** Simulator training can be more cost-effective than traditional methods, especially when considering the expenses associated with real-life training scenarios.
- **Accessibility:** Simulators can be used to train individuals at various locations and skill levels, making maritime education more accessible.
- **STCW Compliance:** The International Maritime Organization (IMO) mandates simulator training for seafarers, highlighting its importance in meeting international standards.
- **Continuous Professional Development:** Simulator training is a cornerstone of professional development in the maritime industry, ensuring that officers stay up to date with the latest technologies and procedures.



In conclusion, simulator training plays a vital role in preparing merchant navy officers for the challenges of modern maritime operations, contributing to enhanced safety, efficiency, and professionalism in the industry.

Below are two examples, out of many simulator courses conducted by **STAG Marine Services** on our **Full Function Simulators**:

MAN B&W – ME Engine Simulator

This course is aimed at increasing the knowledge and practical application skills of engineers involved in the operation of MAN ME-Control Systems. This simulator-based course covers an introduction to the ME concept, engine control systems, engine operation, Hydraulic Cylinder Unit (HCU), Hydraulic Power Supply (HPS), PMI, and special running conditions.



Successful completion of this course will enable candidates to:

- Understand the principles and workings of MAN B&W – ME engines, and be able to operate and maintain them effectively
- Understand how to troubleshoot and perform adjustments to the control system



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Simulator training is a critical component of maritime competency development, enabling officers to master advanced ship systems, respond to high-risk scenarios, and align with STCW and IMO requirements — all within a controlled, cost-efficient environment that minimises operational risk.

Fuel Management Simulator

This course aims to familiarise engineer officers with fuel management and provide an understanding of the IMO 2020 regulations to ensure compliance with industry guidelines.

The course will help candidates appreciate the challenges faced when using a wide variety of fuels, and the measures required to avoid operational difficulties.

Successful completion of this course will enable candidates to:

- Understand regulatory IMO requirements
- Demonstrate knowledge of fuel chemistry and properties of fuel
- Demonstrate understanding of engine manufacturer mitigation measures
- Understand the effects of lube oils with new fuel types
- Appreciate alternative technologies
- Identify fuel-related concerns at an early stage

Article by

Shashi Ganghas

Senior Technical Superintendent



TMSA 3 - SIRE 2.0 Link between Company - Vessel



Western Shipping's Integrated Compliance Strategy

Western Shipping, a leading mid-sized inhouse operator in the global tanker fleet, continues to demonstrate a forward-thinking approach to operational safety, performance and regulatory compliance. By strategically aligning its practices with TMSA 3 and SIRE 2.0, the company developed a cohesive compliance model that strengthens both shipboard operations and shore-side management systems.

Building a Bridge: TMSA 3 and SIRE 2.0

TMSA 3 serves as a management tool to assess and improve safety, environmental and quality performance, structured across 13 elements. SIRE 2.0, OCIMF's enhanced inspection program, introduces a real-time, behaviour-based approach focused on vessel-specific risks and human factors.

Company should bridge the two frameworks by aligning the structured, policy-driven expectations of

TMSA with the operational realities assessed under SIRE 2.0. For instance, TMSA Element 9 (Safety Management) and TMSA Element 5 (Navigational Safety) are reinforced onboard through risk-based exercises, behavioural observation training, STOP JOB Authority and enhanced safety drills tailored to the SIRE 2.0 methodology.

Shore Team: TMSA 3 Readiness

Training and Awareness Programs



Comprehensive training for all shore-based staff, often including:

- Role-specific training (e.g., Fleet Manager/ HR Manager/ Fleet Personnel Manager).
- Incorporating lessons learnt from previous results.
- Documentation and Evidence Preparation.

TMSA is evidence-driven, so shore team focuses on:

- Maintaining robust and traceable documentation.
- Collecting evidence of compliance and improvement (e.g., Audits/ Inspections/ Assessments/ Appraisals/ Briefings/ Training Records etc.).
- Ensuring digital systems are aligned (SMS, PMS, Environmental Platforms).
- Mock Assessment to verify the records within all departments.

Shipboard Team:

TMSA 3 Awareness and Training

Company should plan their strategy to prepare seafarers to understand the purpose, structure, and relevance of TMSA 3 basics. While TMSA has traditionally been shore-management focused, the company recognizes that with SIRE 2.0 coming in force, shipboard personnel are equally critical contributors to performance data, procedural execution, and continuous improvement.

To this end, following measures could be considered for implementation:

- » TMSA Awareness Modules: Tailored onboard and e-learning training programs introduce officers and ratings to TMSA's 13 elements, emphasizing how daily operations impact key performance areas like incident reporting, maintenance, safety culture and audit readiness.
- » Safety Seminar with External Workshops: Conducting workshops in Safety Seminar for Seafarers. To include in Safety Seminar curriculum to make the Seafarers understand the basics of TMSA. Could include a Quiz Session to verify if the deliverables are understood by the audience.
- » Workshops and Case Studies: Onboard leadership (Masters and Chief Engineers) facilitates interactive workshops that relates TMSA, connecting the "why" of procedures with the "how" of execution.
- » Officer Appraisal Integration: Senior Officers are assessed on their understanding of relevant

TMSA elements during appraisals, reinforcing accountability and ownership.

- » Senior Management Feedback Loops: Onboard Management Teams are encouraged to contribute suggestions and raise observations. These are fed into the shore-side TMSA review cycle, supporting a culture of shared responsibility.

Western Shipping's integrated approach to TMSA 3 and SIRE 2.0 strengthens compliance across ship and shore. By combining structured management with behavioural readiness, and reinforcing it through focused training and digital tools, the company fosters a culture of shared safety, accountability, and continuous improvement.

This educational effort not only supports compliance but also fosters a stronger safety mindset, helping crews position themselves as active participants in performance management, not just executors of policy.

Digitalization and the Human Factor

Unifying digital tools for TMSA reporting and SIRE 2.0 preparedness. Real-time data sharing, and interactive safety platforms allow for consistent messaging and ensure crew actions align with documented standards. The company's focus on training also strengthens human factor awareness, a core component of SIRE 2.0.

Conclusion

By integrating seafarer engagement, digital infrastructure, and managerial oversight, Companies can set a new standard in managing a link to close the gaps amongst Shore and Shipboard Team between TMSA 3 and SIRE 2.0. Its commitment to crew education, safety culture and continuous feedback ensures that compliance is not just a shore-based goal – but a shared responsibility across the fleet.



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Bhartiya Navik Sena Union Celebrates 25 Years of Service with Grand Silver Jubilee Event in Mumbai



highlighting its role in advocating fair working conditions, addressing legal and welfare issues of Indian seafarers abroad, and supporting policy-level changes in collaboration with government and industry stakeholders. The event was attended by several eminent personalities from the maritime sector, including **Capt Sanjay Srivastav** and **Capt Naren Bhatt** of Suntech Shipping, **Dr Sanjay Bhavnani** of MMSI Shipping, **Capt K.S. Paintal** of Elite Marine, **Capt Deepak Correa** of Elegant Shipping, **Capt**

Vineet Gupta of Anglo-Eastern Shipping, and **Capt Anil Arora** of Executive Shipping. Senior captains, CXOs, and representatives from numerous shipping companies added to the prestigious guest list.

The Bhartiya Navik Sena Union (BNSU) marked a significant milestone as it celebrated its Silver Jubilee on 6 June 2025 with a grand event at the Yashwantrao Chavan Centre, Nariman Point, Mumbai. The occasion brought together leaders from the Indian maritime industry, government dignitaries, veteran seafarers, and their families to honour 25 years of dedicated service to the Indian seafaring community.

The evening commenced with a patriotic tribute to Shri Chhatrapati Shivaji Maharaj, widely regarded as the Father of the Indian Navy, setting a tone of reverence and pride. A specially curated presentation followed, chronicling the Union's 25-year journey —

Shri Narayan Rane, Member of Parliament and former Union Minister for MSME, Government of India, graced the event as Guest of Honour. He praised the Union's long-standing commitment to improving the lives of Indian seafarers. Although **Shri Nitin Gadkari**, **Shri Eknath Shinde**, and **Shri Nilesh Rane** were scheduled to attend as Chief Guests, their





presence was missed due to their participation at the Shivaji Maharaj Rajyabhishek Ceremony held on the same day.

BNSU celebrated its 25th anniversary with a grand Silver Jubilee event in Mumbai, honouring its legacy of service to Indian seafarers. The evening featured tributes, dignitary addresses, industry recognition, and the launch of a schoolbook initiative for underprivileged children — reaffirming BNSU's enduring commitment to welfare, advocacy, and maritime solidarity.

A notable highlight of the celebration was the inauguration of BNSU's new educational initiative —

schoolbook distribution for underprivileged children in rural Maharashtra. This social welfare effort was warmly applauded by all in attendance.

The evening ended on a celebratory note with a live musical performance, followed by a grand dinner. **Mr Ravindra Baing (President), Mr Suresh Salaskar (General Secretary), and Mr Nandkumar Baing (Secretary)** presented mementoes to dignitaries as a token of appreciation.

The event stood as a proud reminder of BNSU's commitment to Indian seafarers and its ongoing mission of service and solidarity.



Event Glimpses





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marine environment

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- | | |
|-----------------|---|
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| ❖ Chief Officer | ❖ 2nd Engineer with ME & Dual Fuel Exp. |
| ❖ 2nd Officer | ❖ 3rd Engineer with ME & Dual Fuel Exp. |
| ❖ 3rd Officer | ❖ 4th Engineer with ME & Dual Fuel Exp. |
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A smarter, easier & faster way to recruit

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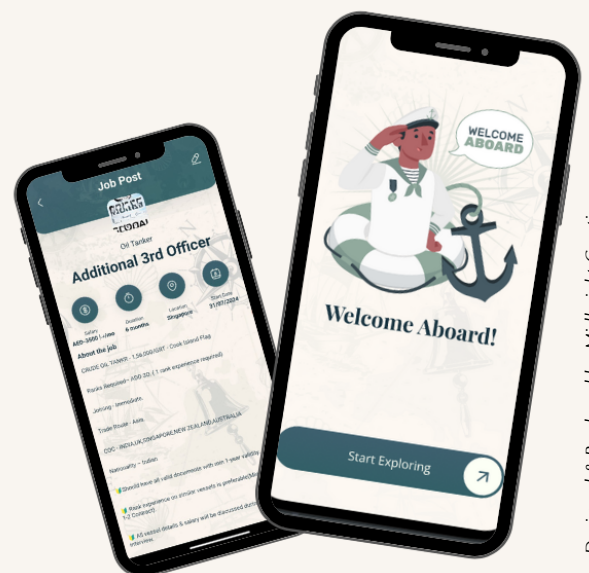
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