

NORD

CADETS FOR FUTURE !

become Officer in the NORD Dry Fleet



Reederei NORD

10+11.10.2023

Cadets for Future !



Agenda

Reederei NORD – global and local

Where do our seafarers come from? Multinational crew concept

Available cadet positions 2019 – 2024

Success of the cadet program

Cadetship in Reederei NORD

Being seafarer in the Reederei NORD Dry Fleet

Aside from work...

Reederei NORD global



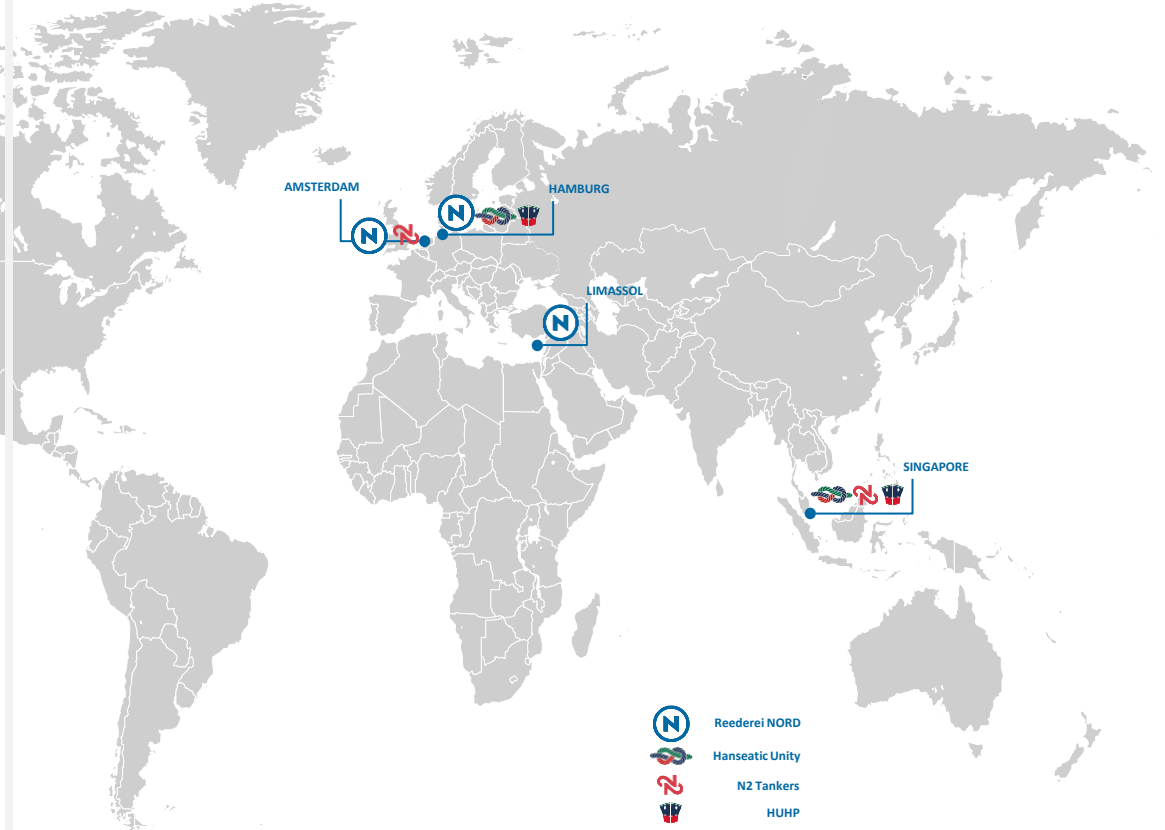
COMPANY HIGHLIGHTS

Reederei NORD is a family owned, ship owner and manager, with **over 50 years of experience** in vessel trading and operation

Founded in 1964 by Klaus E. Oldendorff, NORD is **still wholly family owned** with a fleet of 35 controlled vessels

With a global network of offices in **Hamburg, Amsterdam, Singapore, and Limassol**, we have over 1,500 dedicated employees both on and offshore

Reederei NORD offers **fully integrated, in-house ship and asset management** along the entire maritime value chain





Reederei NORD Hamburg

All HR services are provided inhouse

- ① Recruiting and employment for Containers and Bulk Carriers for all ranks
- ① Crew change planning for all NORD dry vessels
- ① Promotion planning from cadet up to master, chief engineer, senior ETO
- ① Training programs on board and ashore
- ① Direct wage payments from NORD Hamburg



Where do our seafarers come from?



Reederei NORD GmbH SEAFARERS POOL BY NATIONALITY - 30 September 2023				
Nationality	Current Pool of Seafarers - Dry			
	Officers	Cadets	Crew	Total
Bulgarian	48	1	31	80
Chinese	11	0	0	11
Colombian	1	0	0	1
Costa Rican	1	0	0	1
Croatian	13	1	1	15
Dutch	0	1	0	1
Egyptian	2	0	0	2
Estonian	1	0	0	1
Filipino	1	0	0	1
French	1	0	0	1
Georgian	12	19	7	38
German	1	5	0	6
Hondurian	0	0	40	40
Indian	1	0	1	2
Indonesian	10	6	51	67
Latvian	2	1	0	3
Lithuanian	3	0	0	3
Mexican	1	0	0	1
Montenegro	6	0	2	8
Myanmar	15	0	0	15
Panamanian	15	13	1	29
Peruvian	30	8	2	40
Polish	29	1	0	30
Romanian	43	9	11	63
Russian	29	0	5	34
Salvadorean	0	0	26	26
Serbian	1	0	0	1
Sri Lankan	89	11	143	243
Tunisian	0	1	0	1
Ukrainian	67	0	39	106
TOTAL	433	77	360	870

Multinational Crew Concept

Our policy:

To have as many passports on board as possible

We recruit seafarers from 4 of the 5 continents.

Direct Cooperation with Universities worldwide:

ENAMM – Peru

UMIP – Panama

POLIMARIN Semarang - Indonesia

BATUMI MARITIME STATE UNIVERSITY – Georgia

and soon

Lithuanian Maritime Academy

RTU Latvian Maritime Academy

Available cadet positions in the Dry Fleet: 2019 - 2024



	2019	2020	2021	2022	2023	2024
D/C	50	38	42	34	30	36
E/C	52	48	46	34	30	36
Ele/C	32	20	20	24	22	29
Total	<u>134</u>	<u>106</u>	<u>108</u>	<u>92</u>	<u>82</u>	<u>101</u>
Vessels	37	37	35	28	23	25

Since 2021 Reederei has sold old tonnage vessels.

The first vessels of our upcoming newbuilding program will be delivered as from mid of 2024 on.

Success of the cadet program



Numbers of cadets in various stages of training as of 31.12.2022

Rank	1st semester	2nd semester	ready for promotion	TOTAL
D/C	17	4	11	32
E/C	8	7	14	29
EI/C	8	5	3	16
Total	33	16	28	77

Promotions to officer ranks

Rank	2018	2019	2020	2021	2022
D/C -> 3/O	22	11	7	13	14
E/C -> 4/E	10	13	3	17	8
EI/C -> ETO	13	7	5	3	2
TOTAL	45	31	15	33	24
No. of ships	37	37	37	35	28

Officers who started as a cadet and are still in our pool

Rank	Pool 31.12.2022	started as Cadet	%
MASTER	59	14	24%
CHIEF OFFICER	64	20	31%
SECOND OFFICER	55	35	64%
THIRD OFFICER	63	53	84%
CHIEF ENGINEER	62	14	23%
SECOND ENGINEER	64	17	27%
ENGINEWATCH OFFICER	58	56	97%
ELECTR. OFFICER / ENGINEER	61	27	44%
Total	486	236	49%



Cadetship in Reederei NORD

Send your application and motivation letter to OJ CREW

Re: cadet program NORD, cadet@ojcrew.com

Application forms you will find on the NORD homepage www.reederei-nord.com

We go through your applications and invite you for

- Marlins Test
- Safe Metrix Tests
- an Online Interview

Provided you have passed all tests and interviews we offer employment

Your time on board:

- 2 x 6 months for all cadets (on Containers and Bulk Carriers)
- after receipt of your COC and provided promotion is approved:
- 4 – 8 weeks on board as promotion cadet (to familiarize with the vessel)
- promotion to 3/O or 4/E or Jr. ETO

Cadetship in Reederei NORD



Prior Joining

cadet letter provided from NORD which explains details about travelling to the vessel and your first days on board.

During your stay on board

Your designated shipboard training officer (C/O or 2/E or ETO) arranges your training and working plan and monitors your progress as well as your entries in the Training Record Book. You can expect a high motivation to train you from the officers on board since 50% of them derive from our inhouse cadet program. Aside from the officers also the ratings participate on your Day-to-Day Training.

Cadetship in Reederei NORD



After signing off

Please send us your Feed-back about your contract using the cadet feedback form. Based on your performance during your first contract and next readiness date we plan your next assignment / end semester contract.

Gross wages

1st semester: all cadets => \$ 600/month

2nd semester: all cadets => \$ 700/month

2nd Semester: all cadets already holding STCW A-II/4 or A-III/4 COP => \$ 815/month

ITF agreements are covering all crew on NORD vessels



Being seafarer in Reederei NORD Dry Fleet

- Sail on vessels trading worldwide in a multinational environment on board.
- Work on vessels where a “no-blame” policy is promoted.
- Benefit from the direct contact between seafarer and office.
- Enjoy the flat hierarchy in NORD which empowers you and us to act quickly, develop creative solutions and implement solutions them together.
- Chose your contract length:
As junior officer/jr. ETO: 4 +/- 1 month or 5 +/-1 month
As senior officer/ ETO: 3 +/-1 month or 4 +/-1 month



Aside from work...

- ② Crew excursions up to 3 times per year/vessel in a convenient port while complying with company policies and local regulations
- ② Continuously upgraded gym rooms: the latest additions are a treadmill and a TRX-tape
- ② Sports fund: \$ 150 per month/ vessel can be used at the discretion of the crew
- ② Company organized contests between all vessels and the office staff (NORD „Olympics“, fishing competition)
- ② Preventive health care on board offline program „E-healthy ship“



CADETS FOR FUTURE !



Shall you have any questions please do not hesitate to ask us...

you may also download our presentation:

www.reederei-nord.com

SEE YOU ON BOARD, SOON!





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