



SHIPPINGNetwork

The official magazine of the Institute of Chartered Shipbrokers

Promoting professionalism in the shipping industry worldwide

Issue 51 December 2017

Grassroots engagement

Getting shipping to a wider audience



MAERSK LINE



INSTITUTE OF
CHARTERED
SHIPBROKERS

A study experience tailored specifically towards preparation for the Institute of Chartered Shipbrokers' exams, open to all students irrespective of their method of study.

PREP provides students with an intensive, interactive and highly motivating study experience tailored specifically towards preparation for the Institute's exams.

PREP includes: mock exams, lectures, the opportunity for personal tutoring and networking.

PREP

The Institute's international revision course is now held twice a year for the November and May examinations

'I thoroughly enjoyed the weekend, both learning and socialising. I feel much more confident about passing my exams and I hope to be back next year.'

Ricky, Clarksons Port Services

'It was a perfect weekend of learning and socialising with colleagues from the industry. Will definitely come back next year as it is a great way to prepare toward my exams.'

Jordi, Next Maritime Agency

'Everything about this year at PREP was fantastic. Every detail had been well thought through. The tutors are fantastic; the Institute's staff very friendly and make you feel so welcome. The passion from all the staff and tutors is commendable and really shines through.'

Vikki, The Armitt Group

Easy way to register

Book online at Shipbrokers.org, or complete and return the booking form on the Institute of Chartered Shipbroker's website and send it to our education team at enquiries@ics.org.uk

Turning trepidation into a positive

Theo Coliandris embraces the role of the Institute's newly elected chairman



Theo
Coliandris

I guess that I am not the first, and certainly shall not be the last, member of any professional institution to take the chair with a certain amount of trepidation. However, these 'controlled concerns' should not be perceived as a negative trait. I see them as my awareness of the responsibility and the challenges that this role presents, and these are not only new challenges, but many that have been prevalent for many years.

It goes without saying that it is a great honour to be elected as the chairman of our auspicious institution, and I know that I can call upon the well-established expertise of others who support the Institute, both voluntarily and in our head office.

I follow a 'Socrates' of a chairman in Michael Taliotis, who has guided the Institute well during his two years as chairman, as well as in the two years prior when he ably supported Richard Brooke-Hart as his vice chairman. Michael has the great – and rare – quality of outwardly being a very quiet person. However, the great thinker within is digesting information and formulating a response or action. I am pleased that he shall remain for a further year as immediate past chairman as I shall no doubt need to call upon his vast experience in that time.

There may be members that are unaware that the process for the succession of chairpersons changed just two years ago. Previously, international chairmen and the national UK chairpersons before them were chosen by the outgoing chair, assisted on some occasions by input from other senior officers. After over one hundred years of the Institute's existence, we converted to an election method with nominees gathered from all of the branches worldwide. That vote is then channelled through the Controlling Council representative of those branches. They in turn are perceived to be representative of their membership.

Taking aside the conjecture of the Trump, May and Putin elections and the Brexit referendums, as examples, we can now profess to be following a process that has been accepted in the free democratic world since time immemorial. However, my knowing that I am the first elected chairman instils within me a feeling of greater responsibility. Election normally brings with it expectations, and I hope not to disappoint.

With the previously mentioned support of our office staff, who are expertly led by our director Julie Lithgow, and the very capable Controlling Council members, I shall be chairing various committees that are progressing short, medium and long-term projects. It is envisaged that these will ultimately benefit both our students and existing members.



Directing the Institute to its next path

STRONG FINANCIALS

With this issue of *Shipping Network*, you will receive the financial report of the Institute, and I believe it makes for far more pleasant reading than it has for many years. Congratulations are due to so many for their co-operation and the effort that they have made to bring our finances back on track. There are too many to mention, but they know who they are. It makes my role a little easier to not have the distraction of the viability of the Institute. However, that shall always remain a priority, with an emphasis on further improvements that can be made.

Let us not fool ourselves that an improved balance sheet at the Institute is an indication of good times. We face within the shipping industry possibly the greatest challenges that we will have seen in our lifetime. Political unrest, trade and market depressions, trade embargos, unexplainable weather phenomena, rising populism and many other factors are adding to the pressures that the shipping world is having to overcome. Now is the time when the knowledge gained during our school or college days, with the specific expertise that an Institute qualification brings, can be used to its full advantage. Add the personal characteristics of an ability to adapt, understanding and flexibility and you have most of the qualities required to fight these challenges.

I am looking forward to working with my recently-elected vice chairman Susan Oatway, who brings to the table a substantial knowledge on educational matters, having recently stepped down as chair of the Education and Training Committee. Along with a strong Controlling Council, a proficient office staff, tutors and branch management committees, the present and future look good for the Institute. Why then the trepidation? Because a lack of trepidation indicates over confidence and over confidence leads to complacency, something that I would never wish to bring to this crucial role in the Institute. **SN**



An hour for shipping

What do a behavioural change specialist, a career psychologist and an engagement specialist all have in common? No, it's not the start of a tired Christmas cracker joke. Speaking in this issue, they all believe that shipping needs to buck up its ideas when it comes to promoting the industry to a new audience.

That they are not shipping specialists makes their comments particularly poignant. We've known and acknowledged for some time that our reach is just not as good as it should be. Too many 'ordinary' folk don't understand the importance of shipping to their national economy and, just as importantly, to their everyday lives. Perhaps we could learn from the new and improved campaign to encourage STEM (science, technology, engineering and mathematics) subjects learning in schools?

The career psychologist tells us that we need to get the message out about the wide variety of jobs available in shipping and what they entail, as well as the advantages of a career in the industry. We also need to spell out defined career paths and highlight the transferability of skills between roles – or risk losing employees to other industries on their first career move. Those of us already engaged in shipping are the industry's best advocates. Just imagine the ripple effect if all Institute members and fellows volunteered an hour of time to articulate the passion of shipping to a local school. Could you? [SN](#)

Carly Fields, FICS
Editor

Turning trepidation into a positive

Theo Coliandris embraces the role of the Institute's newly elected chairman

Focus

The winners of this year's photography competition

Getting shipping into psyches

Felicity Landon asks how the industry can plant the seed of shipping as a career choice

Small fish in a big sea

How can shipping compete with other verticals in the modern world, asks Ursa Shipbrokers' Simon Ward

Visions versus reality

Spinnaker's Phil Parry explains why a career in shipping matches up to the hype

Taking a punt on shipping

Carly Fields meets students that have chosen to pursue a career in the maritime world

Making of a maritime executive

Kate Jones finds out where the shipping professionals of the future will come from

Injecting new life into shipping

Kate Jones finds that there is a push to get more young people onboard with a shipping career

Listening to voices that matter

The Mission's Andrew Wright explains why core purposes should be continually pursued

New breed of broking support

Kate Jones asks what new concepts the latest crop of shipbroking-related platforms have to offer

Elected to Membership

Supporting new trade connections

WaterFront's Terry Gidlow presses the agent's role in the growing relationship between China and Africa

1

4

12

14

16

19

22

23

24

26

28

29



"Getting people who work in shipping to talk about what a great industry it is and the variety of jobs on offer is invaluable – their friends and family get the message and it is passed on"
– Emma Donaldson-Feilder



Knowledge, creativity and improvement

30

Shipping Network caught up with Niklas Soltow, this year's winner of FONASBA's Young Ship Agent or Broker Award, to discuss all things digital in the maritime industry

Double winners in abundance

32

2017's prize giving celebrated the Institute's successful students, some receiving more than one award

From here, the only way is up

36

Everything just seems to be getting bigger and bigger, finds Kate Jones



Legal Eagles

38

HFW's specialist shipping lawyers answer your legal questions

Institute Branch news

40

Calendar

46

Branch events listings



The Secret Broker

47

Talking a good game

The Stern

48

Offering a different perspective on the maritime industry

Front page photograph courtesy of Mr Adrian R Wooldridge FICS who came 3rd in the 'People' category with the image 'In the shipping industry people are the giants'

Key contacts

Editor of *Shipping Network*: Carly Fields FICS

Institute of Chartered Shipbrokers
85 Gracechurch Street, London EC3V 0AA, UK

Telephone: + 44 (0) 20 7623 1111
Fax: + 44 (0) 20 7623 8118
Email enquiries: membership@ics.org.uk
For advertising enquiries
please contact the Editor on: editor@ics.org.uk

Shipping Network is the official publication of the Institute of Chartered Shipbrokers and is printed by Cambrian Printers, www.cambrian-printers.co.uk/.

The views expressed in *Shipping Network* are not those of the Institute of Chartered Shipbrokers, their directors or their officers unless expressly stated to be such.

The Institute of Chartered Shipbrokers disclaims any responsibility for the advertisements contained in this publication and has no legal responsibility to deal with them.

The Institute of Chartered Shipbrokers does not accept responsibility for the advertising content in this publication.

No part of this publication may be reproduced in any form or by means including photocopying or recording, without the permission of the Institute of Chartered Shipbrokers.

Written permission must be obtained before any part of this publication is stored in a retrieval system.



FOCUS

The winners of this year's photography competition



People category winner
Pushkar Potdar MICS
'Friend-Ship!'

CATEGORY

PEOPLE



Λ

Second place

Arevik Valkova, student

'Self Portrait on AHTS vessel Singapore LOSB'.



^

Third place

Adrian R Wooldridge FICS

'In the Shipping Industry people are the giants'



Weather category winner

Oliver Schiewe MICS

'Sunset over the
River Elbe, Hamburg'



CATEGORY

WEATHER



^

Second place

Joachim Affeldt FICS

'Port of Rotterdam – thunderstorm at Maasvlakte 2'.



^

Third place

Amalia Miliou-Theocharaki MICS
and **Ioannis Kantsos**

'Sunset 2'



< Highly commended
Danny Cornelissen
'Crashing waves'

Getting shipping into psyches

Felicity Landon asks how the industry can plant the seed of shipping as a career choice



Felicity Landon

Is life at sea getting better or worse? The question was raised during a panel discussion at the International Chamber of Shipping conference during London International Shipping Week. The answers were mixed. Yes, life at sea has become safer, food on board is better, job security has improved, there is almost continuous communication, and it has become easier to move from a ship-based job to a shore-based job.

But on the negative side, speakers mentioned the vast increase in paperwork to be done by ships' officers, the lack of shore leave, long periods spent confined in the same surroundings without any change of scene and the ironic fact that constant communication with shore can lead to solitude on the ship.

● Topic: Careers

I Keywords: Ship-based, shore-based, perception

Background Info: The industry needs to promote itself and its importance and get across the message that it is an exciting place to work

Perhaps a more important question is this: do today's students, school leavers and young people either know or care whether life at sea is getting better or worse? Have they even considered it as an option? Is there a way to get the broader message of shipping across?



Holly Tonge (R) believes that the sector has an unfair 'defined stereotype'

Emma Donaldson-Feilder, senior consultant at Career Psychologists, has wide experience working with people transitioning from one career and thinking about another. In her role, she talks to clients about their values, their strengths, and, in broad terms, where that might all come together in a worthwhile and enjoyable job for them.

And that, she says, is key – especially for the millennial generation. "Yes, the first barrier to overcome is for people to understand the wide variety of jobs that can be done in the shipping industry – what they entail and what the advantages are of a career in the industry," she says. "But what's interesting to me is that for the new generation, it is a lot more about the quality of life – and they are less likely to be looking for a 'job for life'. They are more likely to be looking for something that suits their life in a broader sense. Also important is how they will be developed in their career.

"So there is an interesting question for employers and for the shipping industry: do they offer quality of life, a work-life balance and personal development? The impression I get is that younger people coming into careers are less driven by money and more interested in that broader perspective."

BUILDING A SKILLS SET

Allied to that, says Ms Donaldson-Feilder, is the importance of emphasising transferable skills. "A person might take on one of these jobs in the shipping context and develop their skills brilliantly, but not stay in shipping – and also vice versa. Getting the message across about the transferable skills they can gain in the shipping industry seems to me very important."

In her view, a company's existing employees should be its best champions in the jobs market. Getting people who work in shipping to talk about what a great industry it is and the



It's important to emphasise the transferable skills learnt in shipping

variety of jobs on offer is invaluable – their friends and family get the message and it is passed on. “Having employees as advocates is very important.”

She is frank in saying that the shipping industry as a career option – and how it could be a positive choice – hadn’t figured on her own radar until our brief discussion about shipping’s importance to everyone’s daily lives. “What comes up a lot in our work is that people want a sense of purpose. They want to feel that they are contributing. If the shipping industry wants to attract more people, that sense of really making a difference and feeling that you are doing a worthwhile job in the world is something worth talking about and promoting.”

BE PART OF IT

Behavioural change specialist Will Sambrook says the shipping, ports and logistics industry needs to do better in getting across an exciting message to youngsters.

“The first thing is to get people to have an inkling as to what the industry is about,” he says. “Unless they grew up thinking they would like to work on a ship or in a port, then to a certain extent you have an automatic problem – there is no exposure and no understanding of it as a career route.

“The more the industry can actually show this is a place to work and a great career option, the better. The message to youngsters should be that this is an important, exciting industry and you can be part of it.”

Mr Sambrook, director of business performance and engagement consultancy Akenham, worked with the Haven Gateway Partnership on a project to attract more people into the maritime industry. “We looked at what would appeal. Working on a cold dock doesn’t necessarily appeal, but if you are able to show that shipping, ports and logistics are part of an amazing network that allows us to get all our food and clothing and Christmas presents, that is much more appealing.

“The industry needs to show the link to the handbags, tech and trainers coming in from Asia and into the shops. People want to feel that they are part of something – otherwise there is no attraction.”

The industry needs to promote itself and its importance and get across the message that this is an exciting place to work, he says: “The construction industry has done a good job of that, and transport and logistics has to do the same. I am thinking of a recent video I saw of a huge ship being towed into port, with coverage of the tugs and the pilot. More of that is needed.”

Next, there is career progression. “What is there for me in terms of career? There is so much – IT, engineering, management, HR, finance and so on. Youngsters want to see what career paths are available.”

Finally, he says, the industry should focus on its virtues of sustainability and stability. “The emphasis



“Getting people who work in shipping to talk about what a great industry it is and the variety of jobs on offer is invaluable – their friends and family get the message and it is passed on”
– Emma Donaldson-Feilder

should be on how much more sustainable shipping is than air freight. Also, lots of other industries are very up and down. I know that shipping is also up and down, but it is a lot more stable than a lot of others.”

DEFINED STEREOTYPE

Holly Tonge, senior consultant at the customs and AEO specialist Miles Varten Consultancy, says the shipping, forwarding and logistics sector has a ‘defined stereotype’, and that isn’t fair.

“If you say you work in shipping or ports, it’s like you said you work in a landfill. People have no concept of what’s involved. Now I say that I work in international trade, and that sounds a whole lot better to people.”

Because many roles in the industry are not respected, the people working in them don’t have self-respect or pride in their position, she says. “That can deliver a ‘plodding’ mindset and a negative culture around it, which is quite hard to get away from.”

Ms Tonge is keen to get across just how dynamic it can be working in the industry. “Customs declaration is quite an art form! And if you are in a general operating environment, you have to be able to deal with stressful situations and come up with creative solutions on the spot. If a truck is stuck and about to incur a £1,000 charge, you have to find the solution to a problem that wasn’t your making. You get a real buzz out of it.” [SN](#)

Challenge of changing perceptions

Changing people’s perceptions of shipping, or indeed any industry sector is not something which can happen overnight. According to Bill Lines, director at Navigate PR, there are three key determinants of anyone’s perception of anything, be it an issue, company or entire sector, he says.

“The first is the perceived perception of your peers. What your friends, family and colleagues think is often critically important. If those close to you think that the shipping sector is a terrible sector to work in, then it will take more than a few good news stories to change your opinion.

The second is the first opinion which the perceiver articulates on the subject. If at some point someone has said that they think shipping is a dirty, dangerous industry to work in, then it will be harder for them to change their mind, despite evidence to the contrary.

“Thirdly,” continues Mr Lines, “the level of personal connection which someone has with the party involved plays an important part in the likelihood of them believing the message.”

Facts and figures are a distant fourth, he adds. [SN](#)

Small fish in a big sea

How can shipping compete with other verticals in the modern world, asks Ursa Shipbrokers' [Simon Ward](#)



Simon Ward

One of the many nice things about living in Greece is that when someone asks me what I do and I say "shipping" they understand what I mean immediately. Back when I was working in London, people at dinner parties had difficulty with the concept.

"Oh, you mean like DHL?", they asked.

"No," I replied, "real ships."

"So insurance, or cargoes?"

"No, I buy and sell ships on behalf of my clients."

"Big ships? Cargo ships?"

"Yes, fairly big cargo ships."

"Like supertankers? Do you know real shipping magnates?"

The only thing to do in those situations was to smile enigmatically, reach for more red wine, and listen to the trendy hi-tech start up entrepreneur talk about his latest app about to make him a billionaire.

In London shipping is not as prominent as it used to be. This is



Topic: Awareness

I

Keywords: History, image, community

Background Info: Shipping needs to play to its strengths and understand that the world still needs its services

not surprising: the UK has changed, and the City has a tendency to view shipping as a charming anachronism of the past, not the powerhouse it used to be. There are more profitable, or more fashionable, things that attract attention, like pharmaceuticals, or hi-tech.

This bothers me because it was not so long ago that Britain was the global maritime superpower. For a country of Britain's size and position, its extended reach and outsized influence was reinforced by the dominance of its merchant and Royal navies. That London still remains a centre of shipping expertise is because of this historical legacy. As the author Charles R Morris has pointed out: "Military power tends to be a function of economic power, and the British Navy was the essential capability for establishing the imperial sway – which was attuned to furnish the raw materials for the British manufacturing ascendance. So they were mutually reinforcing."

FROM US TO CHINA

The Americans understood this and emulated it as they took over as the global superpower, particularly from the military perspective. China has since taken note: it has quietly built a formidable network of ports, container lines and cargo ships, has the world's largest fishing fleet, not to mention the world's most rapidly expanding modern navy. Having won its independence from outside interference they are projecting outwards to maintain it. Britain and the US are now, politically at least, on a different course – looking inwards rather than outwards – and



Shipping is in Greece's blood

the consequences of this shift remain unclear, especially to those of us in shipping.

In Greece, the importance of shipping was amplified by the economic crisis, indeed it was shipping, together with tourism that helped keep the economy going during the bad years. Greece now has the largest private fleet of merchant ships in the world. But let's not kid ourselves. Greece is not a global naval power, and her political and diplomatic reach is limited.

For Greeks where ships are flagged and where the principals have their main place of business and domicile (and taxed) are largely matters of business choice. London Greeks were Greeks in London when London was the centre of the maritime world. Nowadays, due to a benign tax regime on ship management in place for over 40 years, and still, for now at least, enshrined in the constitution, Athens and Piraeus are more significant. If the tax regime changes here, or somewhere else becomes more attractive or important, you will find Greeks moving. Diaspora is a Greek word after all.

The history of Greek shipowning since its independence from the Ottoman Empire was recognised in 1832 (and indeed before that) as one of adventurous speculation. This remains the case: look in most maritime centres in the world these days and you will find Greeks, as well as Brits and other nationalities, working there. Do not blame the flags of convenience either, outdated though the term is. Discussions about the difference between Greek flagged and Greek controlled ships are largely irrelevant. Greeks have flown flags of different nations since before their own existed.

AGAINST THE TIDE

I can imagine that trying to make shipping relevant in the City these days must be a frustrating occupation. Andrew Craig-Bennett recently pointed out that when London had shipping

it didn't need to have a week to promote itself. It was a big enough beast to look after itself. I can also imagine that those in shipping in London must look on with envious eyes at the other big companies in the UK that don't have a problem with their image, or in raising capital. How does shipping make itself more prominent, or indeed relevant, these days?

The problem with the sheer size and seductive power of new businesses is that in the process Britain has learned to ignore her maritime past. The Anglo-Saxon model of investment, especially after the Big Bang of the mid 1980s, has meant eternal annual, and indeed quarterly, profits are needed to keep share prices high. Long term investment horizons are blurred. How can shipping, with its merciless cyclical nature, hope to attract institutional investment on this basis, especially when presented with the fairy tale return of hi tech start-ups, or the sheer size of the mega blue chips?

Ships themselves are no longer managed to any great degree from the UK, so there is no community awareness. We may bemoan the passing of all British crews and of the Red Ensign, but in reality the lure of the sea for all but the best qualified and the most passionate no longer exists. The pay is not great, time away from home is long, and the work is monotonous and lonely. Work-life balance is basically divided between on board and ashore.

The problem is not, I suspect, that we do not want shipping, but we don't know what we mean when we talk about shipping. Is it logistics? Is it owning ships? Is it managing them? Is it building them? Is it chartering them? Is it supplying them? Is it cargo trading? Is it insuring them? The answer is "all of the above" of course, but we have to know the difference between them first. In any case, none of them can be packaged into a quick sell, retail app. They all need real people, experienced, professional and qualified, to get the job done.

TRADE CONNECTIONS

Britain's maritime past was closely connected with her empire built on trade. The bulk of the empire was returned in the 1940s and 1950s, the prominence of the British fleet and shipbuilding lasted for a couple more decades, but the only things that remain are the things that Maritime Britain was always good at: English Law and legal services, insurance, education, shipbroking and other financial services.

The Greeks by contrast have always understood their small national status. In the early nineteenth century, the birth of the modern fleet was built on regional trade, where the captains of sailing ships were also trading, that is buying and selling the cargo themselves. It was, perhaps coincidentally, the shift from sail to steam that turned them into tonnage providers, rather than traders in their own right. This they have continued to do ever since, with gradual and ever-increasing success. They have always understood the importance of education, communication and the sharing of knowledge as the basis for good business.

One of the first basic economic concepts the Institute teaches prospective members is that of derived demand, that is that the demand for shipping is derived from the demand of cargo or goods itself. The world economy is built on shipping, and always has been, and likewise there have always been various places in the world that excel in providing the different shipping services that the world needs.

Rather than look over our shoulders at the past and what we used to do, or in envy at what other industries are doing (and with whose money), we should be playing to our strengths and seeking to provide our professional services to the best of our abilities. I am involved with the Institute to promote worldwide professionalism through education, to improve our industry. We, as Institute members, rather than reaching in despair for more red wine, should be proud and make more of an effort to promote our many-faceted and fascinating industry to others. It may not be fashionable, but without the services we provide the world would no longer be able to function. [SN](#)

Simon Ward FICS is a director at Ursa Shipbrokers.

"Rather than look over our shoulders at the past and what we used to do, or in envy at what other industries are doing, we should be playing to our strengths and seeking to provide our professional services to the best of our abilities"



We need to re-assert the relevance of shipping

Visions versus reality

Spinnaker's [Phil Parry](#) explains why a career in shipping matches up to the hype



Phil Parry

The simple truth is that shipping holds onto its people. However, so does prison; you'd almost certainly get less time for murder than most people dedicate to their shipping career, so I suppose the fair or objective thing to do is to ask whether people stay in shipping because they're stuck or because they like it.



Topic: Recruitment



Keywords: Industry, shore-based shipping, sea

Background Info: A great industry full of great people – why shipping lives up to the hype

Let's start at the beginning. In my experience, a large proportion of shipping graduates tend to stay in shipping for their whole careers. I very much doubt there are many university subjects with such 'stickability' or career-loyalty. Most of my peer group from university are still in the industry and most people I know who come into shipping, whether from related or entirely distinct industries, don't leave.

"I very much doubt there are many university subjects with such 'stickability' or career-loyalty"

My company, Spinnaker Global, specialises in shipping recruitment and HR/management consultancy. We are also the leading provider of salary benchmarking services to the industry via the Maritime HR Association for salaries ashore

and the Seafarer Employers Association for salaries at sea. No-one knows as much about who earns what in shipping as my colleagues in the HR Consulting division at Spinnaker.

I am writing this article in between interviewing candidates for a chief executive vacancy with a shipowner in the Far East. Only yesterday, the chief executive of one ship owning company, who came into shipping from another sector, told me that he has been offered jobs back in the industry he came from, but he likes shipping too much. Why? "The people. The variety. It's international. It's big business, but it's still personal."

So, does a career in shipping match up to the hype? Yes it does. Unreservedly so, I'd say.

I can't speak for everyone of course, but I genuinely believe people do stay in shipping through choice. I have lost count of the number of people I have spoken to in this industry who, without any embarrassment at all say, "I love shipping". They almost always immediately go on to mention the hundreds of friends they have made and to ask: "In how many other industries can you get off a plane almost anywhere in the world and be in a restaurant having dinner with a friend within an hour of arriving – and of signalling your arrival?"

And, as you get older, while travelling may lose some of its glamorous appeal, the privilege of having friends in and knowledge of many cities and countries around the world is undiminished.

MAKING RECOMMENDATIONS

Having said all of this, I'm not sure what the hype is that shipping is supposed to live up to? I suppose, in truth, it's time to pose and then answer another key question, which is: 'Would I recommend shipping to my own children and my friends' children?'

And the answer to that question is 'yes, I would'. Shore-based shipping that is. The selfish side of me is not so sure about recommending a career at sea to my children, in the same way that I would find it a wrench if they were to work overseas. But that's me.

More importantly, I think I would recommend a career at sea in principle. We do hear all sorts of scare stories about people going to sea and being the only person on board from their country, but personally, while I recognise the risk of isolation, on the whole I think it's probably character-building for most and an opportunity to meet and make friends with people from other cultures. I speak not entirely from ignorance; I have met many young men and women early in their seagoing careers in the course of my job, and wearing my hat as a trustee of the Maritime London Officer Cadet Scholarship; the vast majority of them have told me they enjoy being at sea and I'm delighted to say that the female cadets and young officers I have quizzed on the topic have told me that for the most part they experience positive attitudes nowadays. There will always be exceptions to the rule of course and the need for employers to promote and set behavioural expectations, but I think that's true of all walks of life.



Playing to your strengths

Last week, I spent a day delivering talks to the Masters degree students at Henley Business School. I enjoy teaching; it's an opportunity to transfer knowledge – how commodity trading and chartering work, how bills of lading unlock the whole thing, who does what when things go wrong, and so on – but also to transfer the enthusiasm I have for the industry and a chance to give people entering the industry some advice about careers.

I think shipping is a fascinating industry. It offers the chance for a wonderful variety of careers. But the first piece of advice I'd give anyone young enough to heed it, is if you really don't like what you're doing, move on. Change while you can. Play to your strengths.

The second piece of advice is to work out what your strengths are. Chances are, those around you know your strengths. You, however, might not, so it really is worth asking friends and family how

they perceive you and what they think your strengths and weaknesses are.

It's also worth investing a few pounds, euros or dollars in a personality profile. There are loads of them out there – I would suggest looking for one that is trait-based rather than type-based (at Spinnaker Global, we are Facet 5 practitioners). Some jobs are not cut out for the shy and non-confrontational. Others are absolutely cut out for the detail-oriented rule followers and others still for the energetic and the risk takers. Sadly, so many people spend the first ten to twenty years of their careers ignoring, denying and then finding out who they are. Find out early and play to your strengths. Leadership guru Marcus Buckingham got it right when he said: "People don't change that much. Don't waste your time trying to put in what was left out. Try and draw out what was left in. That is hard enough." [SN](#)

On the same subject, being a part of the 'Plymouth Mafia', otherwise known as the Plymouth Nautical Degree Association or PYNDA, I have friends who graduated as far back as 1972 (I graduated back in 1991) at least two of whom have adult children who are now forging their own careers as officers at sea. They are proud to have inspired their children to follow in their footsteps and have only positive words to say. Sure, things are different now, but actually some of them are better, not least of which is phone and internet connectivity and shorter tours of duty.

HIGHS AND LOWS

Coming back to the original question, yes, shipping lives up to the hype. It's a great industry full of great people. It has experienced huge highs and deep lows thanks to the commodities super-cycle of the last decade and it's forever changing. Thanks to the deep

market crash following the super-cycle, we are seeing traditional forms of funding leave the market and new ones in the form of private equity and leasing companies enter the market; we've seen new business models emerge such as the mega-operator that blurs the distinction between shipowner and charterer; we're facing new challenges and opportunities in the form of environmental legislation and more efficient technology; automation, big data and blockchain are making the industry feel exciting and unknown; localised manufacture and 3D printing have got us thinking about the future of containerisation; and, it's still anyone's guess whether the market is about to rise or fall and whether it's a good time to buy or sell.

That's what makes it fun. [SN](#)

Phil Parry is chairman of Spinnaker Global. He studied maritime business and law at Plymouth University before going on to qualify and work as a shipping lawyer.



Shipping is a great industry
"full of great people"



Written by professionals for professionals

Shipping has become more complex to the extent that the name shipbroker, which at one time was thought to apply only to those engaged in chartering dry cargo tramp ships, now embraces separate disciplines in tanker chartering, ship management, sale and purchase, port agency and liner trades.

As an independent international professional membership organisation, the Institute of Chartered Shipbrokers strives to promote a world class program of education and training to ensure that all its members are knowledgeable about their business. As a result, the Institute produces and publishes a comprehensive series of books on shipping business.

The Institute's sixteen books are unique in that they have been written by professionals for professionals in the shipping industry. They now undergo a regular review where they are peer reviewed, revised and updated by professionals in their particular discipline and peer reviewed again, so that an accurate revision can be achieved.

The books themselves will continue to be part of the TutorShip course, but our goal is to make them more widely available to the general shipping industry, which has long requested our books as general reference titles.

Members are entitled to a 50% discount on all of the Institute's publications.

To place an order, please complete a book order form and return it to us.

For book order forms and support, please visit: www.ics.org.uk/learning

**Members receive
a 50% discount
on all books**



**INSTITUTE OF
CHARTERED
SHIPBROKERS**

Taking a punt on shipping

Carly Fields meets students that have chosen to pursue a career in the maritime world



Carly Fields

If the trend in student numbers is to be believed, it's not just those already involved in shipping that are taking professional exams. Today, there are more people than ever choosing to take professional shipping exams without any previous shipping interest. What's the attraction?

Topic: Employment

Keywords: Options, interest, route

Background Info: Students studying for the Institute's exams sometimes stumble upon shipping

Clarksons dry cargo broker Tommy Williams-Jones came to shipping four months ago from a renewable energy start-up based in Vietnam. He was keen to stay in the Far East and started his research into a potential new career. It didn't take long to discover that Singapore was a hub for shipping jobs. However, logistically and financially, it proved impossible to make the move to Singapore, so he pursued the role with Clarksons in London – which in retrospect he sees as a “blessing in disguise”.

Ornela Piriu came into shipping through becoming an administration and claims assistant at Shipperserve International (P&I correspondent), a company which she joined earlier this year. Having completed a bachelor's degree in Philosophy and History of Science at the University of Athens, she decided to move into a sector that would offer greater specialisation. Some research and discussions with friends piqued her interest in the maritime sector and the Institute's exams.

Greece, of course, has a solid maritime standing, which made it easier for Ms Piriu to find the sector. “Shipping is an area where Greeks have experience, knowledge and specialisation,” she says. “This particular thought, combined with the general financial crisis, led me to take the step.”

UNDERSTANDING SHIPPING

Before joining, Mr Williams-Jones already had a fairly clear picture in his head of the work ethic and culture of shipping: “I had always heard that it required a lot of commitment, long hours and so on, but if you had the energy and were good there was a lot of potential. I think this is accurate.” He soon realised that there is a wide spectrum of broker styles and that newcomers need to develop their own and try to make it effective.

Before joining, Ms Piriu possessed only a general perception of the shipping industry, with no specific knowledge or theoretical background to call on. Now she is better versed in the shipping world. “Since I have joined the industry, my whole perception has changed. Shipping is something that keeps moving all the time. It is a ‘living organism’ and it has its norms and rules. For me, shipping is connection.”



“Shipping is something that keeps moving all the time. It is a ‘living organism’ and it has its norms and rules. For me, shipping is connection” Ornela Piriu

The Institute gave her the introduction she needed to shipping and helped her to understand the value of professionalism in the maritime world. “I remember when I first started lectures, I hardly knew that a ship is a ‘she’!” she says. The Institute programme helped her to gain important knowledge in a short period but, importantly, it also gave her the chance to connect and get in touch with qualified professionals in the sector.

COMMITMENT TO LEARNING

Alexandros Bougiouris began his pursuit of a career in shipping at 23 when he committed himself to completing the Institute's professional qualifying exams. Once he gained membership, he moved straight on to the next challenge and enrolled on a LLM in Maritime Law offered by City, University of London.

Mr Bougiouris had some experience of shipping before he chose to take the Institute's qualifications, having held the position of claims handler assistant at Piraeus-based Atlantic Management. However, he gave up that role to focus wholeheartedly on furthering his maritime knowledge. He was initially attracted to



Caring for seafarers
around the world



Could your company support our work around the world?

There are many ways in which your company can work with the Mission to provide welfare support to crews. We will work with you to create a partnership which meets your business and social responsibility objectives, whilst making a difference to the lives of seafarers and their families.

Ways to partner with us

- Support welfare in ports
- Support our worldwide work
- Develop a commercial partnership
- Sponsor us
- Employee challenges
- Make us your charity of the year
- Payroll giving

For more information, contact:

Tara Fox, Head of Corporate Partnerships

t: 020 7246 2980

e: Tara.Fox@missiontoseafarers.org

a career in shipping by the vibrancy of the industry, with its shipping professionals from many different countries and cultures, all with the shared goal of safely carrying wet or dry commodities around the globe. He describes the sector as “innovative” and one that is “solely responsible for the success of many businesses around the world and the growth of many economies”.

Mr Williams-Jones has only recently begun studying with the Institute, attracted not only by the possibilities to expand his knowledge and learning but also the social and networking perspective. “This industry is heavily reliant on knowledge and communication. [These exams] will help me absorb what is going on around me more effectively and help build a stronger network with the most relevant people and institutions,” he says. Mr Bougiouris adds that the “highly demanding character” of the Institute exams is the secret to well-structured knowledge of the shipping industry, and that his preparations for the exams gave him invaluable, in-depth knowledge of the various sectors. “I learned about all the steps that have to be followed by an S&P broker for the sale or purchase of a vessel as well as all the types of charter parties for the employment of dry cargo and tanker vessels,” he explains.

Mr Bougiouris also learned about the elasticity of market prices and the need for equilibrium, as well as the basic principles of common law, contract law and tort.

“All this information benefited me in my professional day to day life and contributed to my promotion within the company that I worked for,” he says.

WHY SHIPPING?

Shipping is undoubtedly an industry in which, if it suits you and you have the hunger for it, you can accelerate relatively quickly, but you have to remain relevant.

“I think, as most people do, that there will be a lot of change over the next 10 to 20 years,” says Mr Williams-



Alexandros Bougiouris began his pursuit of a career in shipping at 23 when he committed himself to completing the Institute’s professional qualifying exams

Jones. “I came from a fintech company where we were laughed at by the banks upon starting out; by the time I left, they were queuing up to associate themselves with us.”

He sees effective use of technology and data as playing a fundamental role in how the industry develops. “I believe those who realise this and manage it well will capitalise,” he says. “This is one of the main reasons I wanted to work for Clarksons – from what I can see, they are the front runners in this respect.”

Mr Bougiouris adds that his experience of shipping has already taught him two important virtues for a broker: speed and efficiency. “Utmost efficiency is crucial,” he comments. “A fixture might be lost if the broker delays. If an offer is not meticulously examined and wrongfully agreed upon, that would subsequently lead to a problematic fixture.” Shipping professionals, he concludes, have many important responsibilities. **SN**

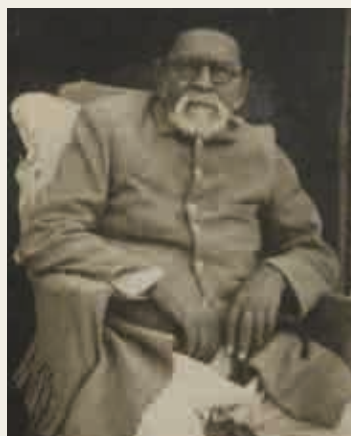
Skipping shipping generations

Zain Abbas Hemani decided on a career in shipping in high school. However, his dreams of becoming a seafarer were reined in by the death of his father in 1995, leaving him to care for his family. Mr Abbas opted for an onshore job instead and worked in the tyre industry for seven years. However, he never gave up on his shipping aspirations, and studied furiously for his Institute exams while working. In 2008, he got his first shipping break when a well-known Australian ship operator with an office in Pakistan employed him.

However, perhaps it was inevitable that Mr Abbas would find a way into shipping. His great grandfather, Jeraj Jetha Gokal, was a shipowner, and owned some ships in the 1930s and 1940s.

“When I was young, I saw his ship pictures and even found one 70-year-old insurance paper that they used to insure goods onboard,” he explains. His father and grandfather did not have the opportunity to pursue a career in shipping, so he was pleased to be able to be the generation to bring the family back to its historic shipping roots.

Mr Abbas believes that the Institute exams have helped him get many subsequent jobs. Currently, he is the general manager for AARAS Shipping Line in Dubai in the UAE, and he continues to learn through Institute seminars in the emirate. **SN**



Mr Abbas’ ship-owning great-grandfather inspired him to join shipping

Making of a maritime executive

Kate Jones finds out where the shipping professionals of the future will come from



Kate Jones

Where will the next pool of maritime executives come from? This is a question that has been on many people's lips in recent times in discussions centred around a predicted shortfall in seafarers and the perceived increasing unattractiveness of shipping as a career.

Those looking to gain an insight into the likely demographic makeup of these future executives might find answers in maritime recruiter Faststream's *Maritime Executives: Your Thoughts* report, which was published in September.



Topic: Shipping centres

Keywords: Careers, expertise, location

Background Info: London and Copenhagen tail Singapore as the place promising the largest pool of maritime talent over the next five years

The study contains the results of a survey by the recruitment group of more than 3,000 maritime business leaders and executive staff, which was conducted to gauge their thoughts about the industry – including its future prospects. When executives were asked to identify where in the world they thought would hold the largest pool of maritime talent over the next five years, Singapore came out on top, with 36% of executives opting for the city-state. Just 12% of executives said London, 10% said Copenhagen, 9% said Hamburg and 5% said Hong Kong, with all other locations receiving less than 5%.

"Talent attracts talent and this is certainly the case when it comes to Singapore," Mark Charman, Faststream's chief executive commented in the report. "The Lion City was once the place for maritime businesses to house their regional headquarters in Asia but these offices are now the global headquarters for many."

"With this has come the need to bring in talent and top organisations attract top people – it is a lifecycle which is hard to break. It is an attractive place for people to relocate, work and live their lives. Combining that with the growing prominence of the Asian seafarer, who may not be able to work in Europe or North America with the tightened visa restrictions, or perhaps not want to even if they could, Singapore's prominence will not be going anywhere anytime soon."

The report also saw executives give their thoughts about the most important attribute for a successful maritime executive. Though the report noted the importance of experience, the qualities of focus, understanding, creativity, attitude, positivity, commitment, persistence, flexibility, problem-solving and patience were all raised by the professionals as vital assets.

"Maritime executives are not superhuman so the likelihood of an executive having all of these attributes in abundance is



Credit: Pixels - by JESHOOTS

Singapore's prominence in shipping will not be going anywhere anytime soon

unrealistic," Mr Charman said. "To get to the bottom of this, we asked executives, on a rating scale, what they believed to be the most important [quality] in order to be an excellent senior executive. Resilience came out as the clear winner (55%), followed by entrepreneurial (35%) and popularity (14%)."

FEMALE SHORTFALL

However, the report also revealed shortfalls in the maritime industry which could put some groups of people off a career in this field. Of the executives surveyed, 76% felt that maritime does not do a good job of attracting, developing and promoting female talent. "Maritime talks a good game about attracting female talent in general, but the reality is very different," Mr Charman said. "In most other markets, gender has no effect on talent and the majority of the executives that we surveyed recognised that. The industry now needs to put their words into action."

Executives also had concerns regarding pay in the field. When asked if the sector currently pays enough to compete with other sectors for new talent, 65% of respondents in Faststream's survey said that it does not.

All told, the results of the survey seem to indicate that working in the industry is a labour of love. As Mr Charman explained: "What the results show is that executives love the industry. Only 17% would consider leaving maritime. Executives are passionate about what they do and it is clear that maritime runs through their blood. On the whole, they could walk into executive positions in other industries, and those industries would be lucky to have them, but their feet are firmly on the ground."

Working as a maritime executive therefore appears to be a satisfying career choice – but given the shortfalls in the industry, not every demographic seems able to access it as easily as others. The seeming lack of effort from the sector to attract women and the lack of competitive pay could serve as barriers for those who might otherwise make ideal executives in the maritime world. **SN**

Injecting new life into shipping

Kate Jones finds that there is a push to get more young people onboard with a shipping career



Kate Jones

It was only last year that the joint BIMCO and International Chamber of Shipping damning *Manpower Report* revealed the scale of the expected deficit of seafarers in future years. On top of highlighting a current shortfall of around 16,500 officers, the study forecast a need for an extra 147,500 officers by 2025 to be able to service the world merchant fleet.

Topic: Recruitment

Keywords: Career, young people, women

Background Info: Efforts are being made to recruit more young people and more women into shipping

The report also predicted the global supply of officers to increase steadily but be outpaced by growing demand, and noted that some officer categories were in especially short supply, including engineer officers at management level and officers required for specialised ships such as chemical, LNG and LPG carriers.

To address the problem at grassroots level, key players in the maritime world are making concerted efforts to get young people onboard in making the maritime industry their career path of choice. John Hayes MP, the UK's Minister for Shipping, announced at a Women's International Shipping & Trading Association (WISTA) conference that he would be using the Year of Engineering in 2018 to encourage more young people to take up careers in shipping, in a campaign backed by organisations including Lloyd's Register and P&O Ferries.

Mr Hayes said that he was particularly challenging the sector to intensify efforts to recruit more young women, noting that "talented women could be missing out on careers in which they can best use those talents".

Talking more generally about recruiting young people into the shipping world, Mr Hayes explained: "Unless we can get the message broadcast loud and clear and persuasively to young people that maritime industries are a place of choice or a place where they can build their futures, and unless we can redouble that effort with young women and encourage them to take options, to pursue paths that will allow them to take advantage of those opportunities, we won't be doing what is necessary to provide them with what they deserve but also to provide our industries, our economy, with what it needs."

TECHNOLOGICAL HELP

The event also featured a panel discussion about shipping careers, including talk about how the advent of new technologies could affect vocations in the industry. Here, there was optimism

about the potential for new technological initiatives to transform shipping into an appealing vocation for tomorrow's workforce.

"It's the socially-viable technology that's going to make careers in shipping worthwhile, and there are a lot of changes that are coming with automation that will make a career at sea a lot more interesting and therefore a lot more attractive," said Debbie Cavaldoro from Nautilus International.

Karen Waltham from Spinnaker Global's HR Consulting agreed, saying that new technology was "actually attracting people in". She added that the scope of the employment opportunities offered in the presentations given at the conference had "highlighted the amount of opportunities of jobs".

"It's not just about going to sea or going into a ship; it's actually everything from the ports and logistics to anything else that we, the industry, have got."

But, giving a counter view, Caitlin Vaughan from ISWAN admitted she was concerned about the impact that automation in the maritime industry could have on women. "What concerns me the most, I think, is the sort of gradual automation and how that sort usually cuts out your junior roles first, and as we know there, most women are in junior roles," she said.

There was also discussion involving both the panel and the audience at the conference about the nature of work in the current climate, with topics including flexible working hours, self-employment and mental health provision in the workplace.

From the discussions, it was evident that the maritime field still has a long way to go with regards to changing its game so that ultimately, as well as more young people being recruited into the sector, more young women are afforded the opportunity to undertake careers in the higher echelons of the industry. **SN**



There's a drive to attract more women into shipping

Listening to voices that matter

The Mission's [Andrew Wright](#) explains why core purposes should be continually pursued



Andrew Wright

I recently attended a training meeting with representatives from around 100 UK charities, large and small, and was reminded yet again of the sheer number of charitable organisations in the UK and of the rate at which new ones are emerging. In so many ways, this is wonderful: it reflects care, community concern and a desire to alleviate need and tackle its causes. Many of the charities represented were doing great work.



Topic: Welfare



Keywords: Relevance, topicality, evolution

Background Info: Too many organisations are drifting, having lost focus of their primary purpose, and they need to return to their grassroots

However, I was also reminded of the immense pressure facing the sector as so many compete for limited financial resources. In addition, I found myself reflecting on how challenging it can be for charities to remain absolutely focused on their beneficiaries. How easy it is for any organisation, charitable or otherwise, to drift into a mode which is perhaps more focused on sustaining itself than on ensuring absolute alignment with, and relevance to, its core purpose? One UK charity was recently found to be spending just 2% of its income on front line charitable activity.

Problems can arise simply as a result of distraction and mismanagement. However, sometimes they come about because there is no continuing clear purpose. After all, the ultimate aim of all charities should be to do themselves out of business. How good it is if the need for which they were founded no longer exists! One danger is that as 'need' changes, charities simply invent new ways to justify existence.

Too many cooks?

I sometimes find myself wondering the same thing as I observe the myriad of maritime-related organisations in London. I see so much that impresses and can feel a tangible vibrancy in the sector. At the same time, it is always a risk that organisations can become distracted, perhaps losing touch with the reasons for which they primarily exist and being more concerned with sustaining themselves than delivering their objectives. How easy it is to cease to become 'real'. An unnecessary proliferation of organisations can be confusing, unhelpful and wasteful of resource.

All this underlines how essential it is for any organisation, The Mission to Seafarers included, to keep in the closest of touch with its roots, or its 'grassroots'. We all need to remain firmly grounded. In our case, that means listening to a number of constituencies – our staff teams across the world, the supporters without whom we could not do our work, the industry within which we operate and, above all, the seafarers and their families who are our primary beneficiaries.

It was a great help to me, therefore, to spend a week last year aboard a container ship, living and working alongside the crew, on the deck, on the bridge, in the engine room and, very importantly, in the mess. This was a happy, mixed-nationality ship – and I was struck by the effectiveness of the captain as a community builder. I learnt so much, and the crew spoke to me about their experience of maritime welfare. They were deeply appreciative of both our centre hospitality and our ship visitations, as well as of the transport services we offer.

They did, however, raise issues about the need for longer centre/transport operating hours in some ports, and for out-of-hours visitation of ships. Often, they arrived in port in the late evening and were gone by the next morning – and in that short time they hoped for both centre access and a visit from a chaplain (especially one bearing mobile SIM cards). We have heard these views expressed elsewhere and are trying to take them forward. I am pleased that one of our chaplaincy teams has recently started a new ship visiting shift on some days of the week – between 10 at night and 4 in the morning. It has been very productive, I am told, and I hope it reflects something of what the grassroots is telling us.



We need to listen to our seafarers as the Mission's primary beneficiaries



The Mission has taken on responsibility for the Seafarers' Happiness Index

SUPPORT PROJECT

Another recent grassroots experience was of a different nature. I spent an evening with seafarers and their families in a tiny village near Tuticorin in the south of India. The Mission is putting in place a seafarer family support network in India, building on our current projects in the Philippines, in Myanmar and in Ukraine. We wanted to find out more of the issues which might need to be addressed. It was a fascinating and moving evening.

As was their custom, the women sat on one side of the room, the men on the other. I was struck by the power and eloquence of what was said, especially by the women, most of whom had only limited education. Some key issues were raised, and one great concern was around the impact on their lives of crewing agencies which act in exploitative and unacceptable ways, often illegally. Many had used such agencies to access work, but had often ended up in significant debt as a result of the upfront fees payable. This clearly had a major impact on family well being. What could be done?

A number of the women sought greater access to training so that they could undertake paid work to help support the family. A good many talked of the need for help with financial planning. Clearly, making the money stretch between paydays was often difficult, as was managing the gap between one contract and the next. Others spoke of the need for more educational opportunity for their children. This was just one of many conversations which are beginning to shape the way that the project might develop.

SEAFARERS' HAPPINESS

It is only by listening to seafarers and their families that we are able to judge the effectiveness of our services. It is only by such listening that we are able to adjust to changing lives and a fast-developing shipping industry. It is for this reason that The Mission to Seafarers has recently taken on responsibility for the Seafarers'

Happiness Index. All involved have been very helpful in enabling this to happen. This rolling survey, with quarterly reports, has played an important role in helping access the developing needs of seafarers – and in tracking them over time. We hope to develop it further, learning from experience.

We believe that the Index will be a helpful tool in keeping us closely in touch with the grassroots, ensuring that our services are directly responsive to what seafarers tell us. We also believe that this may be of help to the wider industry and to all those for whom crew happiness matters. We look forward to sharing results. As one captain said to me recently, "a happy crew is a good crew".

For very understandable reasons, much of the shipping industry, especially its onboard communities, has been top down. I remember the commander of the US nuclear submarine in the film *Crimson Tide* having a key decision challenged by his executive officer. His retort was very clear: "We are here to preserve democracy, not to practice it!"

Grassroots movements onboard ships have often been labelled, and punished, as mutinies. Ultimately, however, a lack of attention to the grassroots always ends in trouble. More than that, a failure to engage the grassroots often means that you will miss out on that valuable store of energy, creativity, goodwill and loyalty which is so vital to any organisation.

Of course, grassroots opinion cannot always set the agenda or ultimately drive decisions – there are too many other factors in play – but they must be fully taken account of, especially if organisations are to ensure high levels of co-operation and fulfilled working, and if they are truly to fulfil their core purposes. Grassroots movements come in many forms and have often changed the world for the better. We neglect those roots at our peril. **SN**

The Revd Andrew Wright is secretary general at The Mission to Seafarers. Find out more about the work the Mission does at missiontoseafarers.org.

"An unnecessary proliferation of organisations can be confusing, unhelpful and wasteful of resource"

New breed of broking support

Kate Jones asks what new concepts the latest crop of shipbroking-related platforms have to offer



Kate Jones

Jenna Brown and Fabian Blaicher both have impressive resumé's behind them. Jenna was the first sales employee at the job search engine company Adzuna, helping scale the organisation into 11 countries. She then went on to lead the international expansion of online Direct Debit payments company GoCardless.

Fabian, who set up his first technology company at the age of 18, worked in banking at Goldman Sachs before going on to become a physical fertiliser trader at RWE Supply and Trading, where Jenna also previously worked and where he came into contact with bulk shipping. Now, however, the two have gone into business together, setting up Shipamax, a cloud software platform for the bulk shipping industry.



"If you're a high-paid manager, you don't need to click on a mouse the whole day"

– Alexander Varvarenko, ShipNEXT

Described by Ms Brown as "internal workflow management software" in its current form, Shipamax's company website explains that the business' "vision is to become the platform of the industry – replacing the thousands of unnecessary emails, siloed Excel files and instant messages between players required for each booking".

"The ultimate thing that we want to do is actually remove all emails for sending out requests for either a ship or a cargo," Ms Brown says, explaining that the company's vision is for brokers and clients to eventually be able to send out information to each other, in a structured format, from an internal Shipamax system.

LEVERAGING DATA

At the moment, however, the organisation works with clients by leveraging data from their existing systems, interfacing with voyage management, email clients or alternative current setups. Military-grade encryption ensures that clients' data is safeguarded.

"Right now, we're focused on helping companies with internal workflow management – i.e. how companies manage information flow internally, pre-fixture," Jenna explained. "Our long-term goal is to streamline communications internally and externally. We work with brokers as well as operators, owners and charterers. This is a completely different offering to the e-broking platforms."

However, it is not only Shipamax's founders who are excited about the potentialities of the product. In May, it was reported that the company had scored a \$2.5m seed investment led by Cherubic Ventures and with participation by AME Cloud Ventures – the venture fund run by Yahoo co-founder Jerry Yang – and FF Angel, the early stage investment setup of Founders Fund, a venture capital firm with co-founder of PayPal Peter Thiel as an investor. At that time, the company reportedly planned to use the investment to continue building and marketing the platform.

"The investment came after these funds reviewed our traction to date and the strength of our technical capabilities," Ms Brown says. "My understanding is that these funds had not yet seen a company with deep technology understanding and a shipping background tackle this particular market. Most companies in this space outsource technology."

MORE ENTRANTS

However, Shipamax is not the only company using technology to try to change the game when it comes to booking. In October, owner and chief executive of shipping company VARAMAR Alexander Varvarenko launched the first phase of ShipNEXT, an online platform suitable for both general cargo and project cargo trades alongside dry bulk. In the first phase of the venture, the company claimed, ShipNEXT's software will 'read' an emailed cargo request or ship position and automatically match cargoes with ships using over 70 databases and complex algorithms. The organisation promises to automate multiple routine checks and calculations connected to ship and port data, distances, restrictions, risk zones and rules of carriage by sea, among others.

Shipping is not a new industry for Mr Varvarenko, who has 17 years' worth of experience in the field. As well as VARAMAR, he is the owner and chief executive of VELES Bulk, a ship operator and carrier of dry bulk and steel, and founded the Ukrainian Shipbrokers Club. It took a year and a half for Mr Varvarenko and his team to develop ShipNEXT.

"With our team of about 15 IT developers and software developers, as well as a group of other people involved in ShipNEXT, we have created a smart algorithm based on linear

or mathematical programming which is a science for big data handling," Mr Varvarenko told *Shipping Network*.

The technology behind ShipNEXT – which has participation from eastern European investment bank Dragon Capital – is based on a mathematical programming system which was developed by the Soviet Union for land transportation but, prior to ShipNEXT adopting it, had not previously been used since in the USSR in the 1980s, when no computer systems existed to track transport globally.

"What we did is we actually picked up the science and finally got it into shipping with the help of people who know how it works in practice," says Mr Varvarenko. On the launch day of the tool, Mr Varvarenko claims, about 200,000 emails with solutions were generated by ShipNEXT.

BEYOND STARTUP

In the next phases of the project, which will be gradually brought in over the next 18 months, ShipNEXT says it will integrate various market aspects and sectors, with the product designed to be a one-stop online platform for fixing all types of cargo, tendering, negotiations, contract management, reporting, post fixing, operations and user ratings. The organisation said it will also facilitate the increased transparency in ship finance by giving banks real-time charter rates, statistics and analysis. So far, the company has proved popular: BIMCO has shown interest in supporting the organisation and ShipNEXT also says that Mr Varvarenko is in contact with the world's biggest commodities traders about possible collaboration.

These new platforms both sound all well and good, but anyone with a good memory and a lengthy career in shipping will be aware that there have previously been many online shipping platforms that have tried and failed. From 2000, during the dot-com era, around 100 shipping sites emerged online including LevelSeas, Setfair, MaritimeDirect, CyberShipping and the infamous ShippingBabes. By 2015, only a few were still alive. LevelSeas has been viewed as the biggest casualty. The online tool, which was founded in 2000 by BP Amoco, Clarksons, Cargill, Cargo and eVolution Partners, saw investors including AP Moller, Glencore, BHP Billiton, Bocimar, Rio Tinto Shipping and Chevron, but went through \$43.5m invested by 29 parties prior to a last-ditch attempt to sell it to a struggling oil industry dot-com. In 2003, it was bought by Clarksons.

LESSONS OF THE PAST

Given the catastrophic failures of online shipping tools in the dot-com era, both Shipamax and ShipNEXT should maybe look at the lessons from the past. Still, both Ms Brown and Mr Varvarenko are confident in the ability of their companies to hit the ground running. When speaking to *Shipping Network*, the ShipNEXT founder said that the company's aims were to save people time, make shipping more efficient and "create the transparency on the market which many players need." Summing up, Mr Varvarenko says: "If you're a high-paid manager, you don't need to click on a mouse the whole day. You need to get up, go



"We go in and we can see where we're fixing a real information-flow problem for all these people"

– Jenna Brown, Shipamax



see your clients and spend time looking for new clients, and all the other information that you actually need to find, you have to be able to find it with just a few clicks."

Ms Brown is equally upbeat on Shipamax's staying power: "I think it's conducive to the current ecosystem, so we're not trying to remove anyone that needs still to be there, and I guess the other thing is just customer feedback," she says. "We go in and we can see where we're fixing a real information-flow problem for all these people, which is helping them drive individual usage. The goal for us right now is driving usage standalone inside companies, with a long-term view to enable those companies to start connecting information as and when they want to later down the line."

With both companies confident in the success of their products, we will clearly have to wait and see if Shipamax and ShipNEXT, as well as other shipping platforms making use of new technology, will pick up where others have left off. **SN**

Elected to Membership

We congratulate and welcome the following who were recently elected to membership

Boris Penev	Bulgaria	Gaurav Kumar Singh	Singapore	Christina Eleftheria Maniou	Greece
Courtney Legault	Canada	Jiawei Xu	Singapore	Ioannis G Rakintzakis	Greece
Jeffrey Lau	Canada	Jingbo Li	Singapore	Ioannis Zizas	Greece
Camila Dinamarca Bluas	Chile	Leon Tan	Singapore	Konstantinos Xenogiannis	Greece
Fernanda Ararape de Paula Xavier	Chile	Matthias Tay	Singapore	Petros T Kefalonitis	Greece
Ilias Christoforou	Cyprus	NG Fang Yao	Singapore	Spiros Nicolas Apostolopoulos	Greece
Ivan Rodnov	Cyprus	Pranesh Kumar	Singapore	Stamatis N Tsantanis	Greece
Julia Stylianou	Cyprus	Ranjay Singh	Singapore	Stavroula Tape	Greece
Merle Mestern	Cyprus	Rui Shan Koh	Singapore	Theodoros Polydoros	Greece
Michael Vasiliou	Cyprus	Saw Bing Xiang	Singapore	Sharad Gupta	Hong Kong
Skevi Evita Dianellou	Cyprus	Seow Weilong	Singapore	Pradeep Ramachandran	India
Eliza Wanda Nowicka	Denmark	Tarun Nagpal	Singapore	Muralikanth Vedamani	Malaysia
Dobromir Spirov	France	Tay Shu Jun	Singapore	Panagiotis Komninos	Netherlands
Finn Süberkrüp	Germany	Wong De Kai	Singapore	Fotios Zeritis	Qatar
Androniki Vaiou	Greece	Yew Ming Ling	Singapore	Anand Rajaram	Singapore
Angeliki Rouska	Greece	Anton Geldenhuys	South Africa	Fabian Felix Purps	Singapore
Anneta Sareta	Greece	Monique Goosen	South Africa	Prashant Kurup	Singapore
Capt. Nikolaos P Karimalis	Greece	Joohyung Song	South Korea	Ravi Dabral	Singapore
Chara Stathopoulou	Greece	Muthukuda Arachchige Lahiru Kasunsara		Tanya Lara Henry	South Africa
Clare Jolley	Greece	Perera	Sri Lanka	Shimron Samson	Sri Lanka
Dimitra Gelti	Greece	PA Devaka Chandrakeerthi	Sri Lanka	Upali Gooneratne	Sri Lanka
Dimitrios Kritharellis	Greece	Prasanna Wanigasooriya	Sri Lanka	Harald Carlsen	Thailand
Efcharis Rocanas	Greece	R.M.PB Ratnayake	Sri Lanka	Serhan Ozcan	Turkey
Evangelos Elenas	Greece	Renganathan Ramanan	Sri Lanka	Andrey Smirnov	Ukraine
George Klirodetis	Greece	Sajani Fernando	Sri Lanka	Alex Cheyne. J	United Arab Emirates
Ioannis Giavis	Greece	Uthpala Weerasinghe	Sri Lanka	D.A.K Benedict Philemonraj	United Arab Emirates
Marielena Vatopoulou	Greece	Roland Devenyi	Switzerland	Ravi Shankar	United Arab Emirates
Marianna Liaroutsou	Greece	Ali Tolga Atasaral	Turkey	Ronak Shaikh	United Arab Emirates
Neil P Kotsiopoulos	Greece	Oleksandr Muratov	Ukraine	Christopher Hatter	United Kingdom
Orestis Schoretsanitis	Greece	Olga Bratash	Ukraine	Gemina Shidon Dina	United Kingdom
Panagiotis Zoupantis	Greece	Vadim Verbitskiy	Ukraine	Jamie Parker-Brads	United Kingdom
Pinelopi Kladi	Greece	Jaikrishnan P M	United Arab Emirates	Konstantinos Rafeletos	United Kingdom
Stelios Varkarotas	Greece	Joe Margratte Jeyse Anselvam	United Arab Emirates	Victoria Jane Whitfield	United Kingdom
Arun Phogat	Hong Kong	Vinayak Ramakrishna Pauskar	United Arab Emirates		
Lijia Lu	Hong Kong	Emirates			
Sanjeev Verma	Hong Kong	Aimran Amir	United Kingdom		
Yi Gu (Yvonne)	Hong Kong	Ben Wilkinson	United Kingdom		
C Roche Niccolas	India	Charlotte Anne Jacharan	United Kingdom		
Capt Anindya Guha Thakurta	India	Cvetan Belchev	United Kingdom		
Capt Harish Venkatesh	India	Douglas Rickman	United Kingdom		
Jambunathan Sivan	India	Giuseppe Azzarelli	United Kingdom		
Mathews Kolapran George	India	Harry Wrey	United Kingdom		
Nitin Mukesh	India	Jessica Pyatt	United Kingdom		
Sankaranand Chamitiganti	India	Konstantina Vagena	United Kingdom		
Sreedarsh Menon	India	Laura Beckett	United Kingdom		
Mahsa Akbari Tari	Iran	Louis Daniel Stewart Kinsey	United Kingdom		
Audrey Hughes	Ireland	Luke Winter	United Kingdom		
Daniel Murphy	Ireland	Mark Stent	United Kingdom		
Gareth Ryan	Ireland	Miles Adams	United Kingdom		
Paul Sharkey	Ireland	Panos Roussos	United Kingdom		
Simon Walsh	Ireland	Rani Ousta	United Kingdom		
Bikramjit Singh	Japan	Stephen Davison	United Kingdom		
Fredrick Ndolo	Kenya	Will Lyons Weaving	United Kingdom		
Johana Macharia	Kenya	Zara Giles	United Kingdom		
James Grixti	Malta	Peter Sullivan	United States		
Santoas	Myanmar				
Firdaus Ahmed	Netherlands				
Caleb Danladi	Nigeria				
Mike Akoh	Nigeria				
Samual Dayo Ebidunmi	Nigeria				
Syed Hasan	Pakistan				
Alexander Buneev	Russian Federation				
German Polskiy	Russian Federation				
Sergey Lyashik	Russian Federation				
Chung Wai Han Teresa	Singapore				

RE-ELECTED TO MEMBERSHIP

Apostolos Mavridis	Greece
Ace Hong	Hong Kong
Captain K B C Singh	India
Debasish Mohapatra	Oman
Muhammad Shoaib Akhtar	Pakistan
Rajesh Narayanan	United Arab Emirates

RE-ELECTED TO FELLOWSHIP

Prashant Kurup	Singapore
Nelum Attanayake	Sri Lanka
D.A.K. Benedict Philemonraj	United Arab Emirates

ELECTED TO LIFE MEMBERSHIP

Michael J Wade	New Zealand
Norman Hawkes	United Kingdom

ELECTED TO MEMBERSHIP VIA BYE LAW 50

Samuel Edmund	Ghana
Wellington Koo	Hong Kong
Michael P Ewings	Ireland
Rear Admiral Asif Hameed HI (M)	Pakistan

Byelaw 50 Members will be introduced in the March 2018 issue of *Shipping Network*. [SN](#)

Supporting new trade connections

WaterFront's [Terry Gidlow](#) presses the agent's role in the growing relationship between China and Africa



Terry Gidlow

Seismic political shifts over the past few years have rendered global trade increasingly unpredictable. However, despite significant upheavals to global geopolitical relations which will inevitably continue to impact a diverse range of commodity and consumer markets in months and years ahead, there has been one constant in play – the certainty of China. More specifically, the certainty of China's growing influence on world trade far beyond its own borders.

We need only to look at the scale of China's soft-power influence on Africa to understand just how important, and beneficial, China's clear strategic direction and impetus towards interconnectedness will be for most shipping organisations, and the customers that they serve worldwide. In the bulk commodity markets for which WaterFront Maritime Services provides specialised ship agency services, the might of China will surely be felt for generations to come. This is an inevitable consequence of ambitious Chinese investment and infrastructural development initiatives such as the Belt & Road Initiative, as well as all that the expansive, complex and broad-ranging scheme entails.

CONNECTING CONTINENTS

The foundations for this rapid growth are of course already well laid. Bilateral trade between China and Africa reached \$149.1bn last year according to Jiang Zengwei, head of the China Council for the Promotion of International Trade. But, with trade between China and Africa set to double through to 2020, the quantities of goods traded will be exponentially greater. So too will the pressures on the available transportation infrastructure, including ports, waterways and terminals.

Like almost every other continent, China's growing investment in Africa will be buoyed by China's global trading strategy, broadly encompassed under the Belt & Road initiative – particularly in parts of East Africa where major infrastructure and defence projects are already being built. The Maritime Silk Road element of this hugely ambitious project will be critical here, and so too will the ability to access quality shipping support and port agency services at both load and discharge ports. In this regard, there is significant opportunity for players across the shipping supply chain.

Looking specifically at bulk commodities, China is investing in African oil, which is now its second largest source of crude oil imports after the Middle East. To provide some context here, West African producers led by Angola and Nigeria sent crude oil to China at the rate of 1.48m barrels a day in April, the most since August 2011, according to loading programmes and traders.

China is also the world's largest consumer and importer of copper, as well as the leading manufacturer of copper-based goods. The demand for copper stems from the robust growth in China's construction and infrastructure development sectors as well as its electronic product manufacturing industries, since the commodity



China is already investing heavily in Angolan oil

is a major component for telecommunication wiring, plumbing, piping, power generation and transmission. Consuming 40% of the world's copper – yet mining only 6% of the world's copper ores/concentrates – China is already largely dependent on imports of copper from Zambia (56%) and the Democratic Republic of the Congo (34%).

CONTROLLING OPERATIONS IN PORT

Building on the local expertise of our shareholders Ben Line Agencies and Sharaf Shipping Agency, alongside a global network of network partners, the China-Africa market signals significant opportunity for WaterFront and our customers. That said, as a ship agency network specialising in the handling of dry and liquid bulk cargoes, we know that changes in demand do not always bring immediate returns to all across the supply chain. With one third of a vessel's time spent in port and approximately 300 actions undertaken in port from the point of arrival, this has a measured impact on a ship operator or cargo trader's returns and ability to compete. This is why it is critical for the shipping supply chain that the time spent in port is carefully assessed and managed.

We also know that one issue of critical concern to the development of shipping supply chains across China-Africa bulk shipping trades in particular is that of assured efficiency management and an unflappable commitment to compliance. In today's maritime economy, ship operators and traders should be demanding this level of insight and control from their ship agent, whoever they may be. A data-driven approach to managing time in port ensures that owners and operators have complete visibility and foresight over the myriad factors that will influence their operations and supply chain capabilities as projects developed under the Belt & Road Initiative come to fruition over the coming years.

In order to benefit from strengthening trade, the need to respond quickly to new opportunities, to operate with optimum efficiency and to mitigate risk across every voyage remains critical, and the port agent has an important role to play in ensuring this. **SN** Terry Gidlow is chief executive of WaterFront Maritime Services and a Fellow of the Institute.

Knowledge, creativity and improvement

Shipping Network caught up with Niklas Soltow, this year's winner of FONASBA's Young Ship Agent or Broker Award, to discuss all things digital in the maritime industry

Port operations department manager Niklas Soltow was named the winner of FONASBA's 2017 Young Ship Agent or Broker Award earlier this year. Mr Soltow, who works at SCA Logistics in Germany, beat five other people to snare the top prize with his report on opportunities and challenges posed by digital progress within the maritime sector.

The Award was introduced in 2015 to encourage members of the ship agency and shipbroking profession aged 40 or under to further their academic and practical training and education by

"We tend to think very complicated and big, while we miss the most obvious things. New technology is aiming to make things easier"

researching and writing a thesis-standard paper on a maritime-related subject of their choosing. This year, entries were judged by a committee headed by former FONASBA president and honorary member Gunnar J. Heinonen and included Charlotte Kirk, marketing director for prize sponsor ITIC, and Captain Jakov Karmeli, FONASBA's vice president for Education. Aside from the main award, Katy Aldrick of Seaforth in Kenya received a Highly Commended award for her essay on the threats and opportunities facing small, independent shipping agents in East Africa.

Commenting on Mr Soltow's paper, Mr Heinonen said: "My colleagues and I really appreciated Mr Soltow's entry – it was just the type of paper we looked forward to receiving. It was an excellent presentation of the present and provided so much food for thought for the challenging future. We congratulate him and indeed the other entrants for their high-quality papers.

"We will continue to build on the experiences of the first three years to develop the Award to make it even more interesting to the growing number of young shipbrokers and ship agents who represent the future of our profession."

For his winning paper, Mr Soltow, who manages the Port Operations/Agency department for SCA in Germany, received a cash award of €500 from ITIC and complementary access to an e-learning module from a range of courses offered by BIMCO. In addition, he collected his prize at FONASBA's Annual Meeting in Dubai in October.

"I am truly honoured to be awarded first prize and of course I'm very happy about it," Mr Soltow said in an interview with *Shipping Network*.

"This prize also motivates me to continue working for the industry in the form of my daily work, and of course I would



Niklas Soltow's winning paper was on the topic of digital progress in the maritime sector

also love to get more chances to actively work on analysing and improving our industry."

OPPORTUNITIES AND CHALLENGES

Shipping Network asked Mr Soltow what he thought were the biggest challenges that new digital technologies could create for the shipping industry and what needs to be done to overcome them.

"I think there are a lot of challenges to overcome, but I think we shouldn't be afraid of any of them," he said. "On the contrary, we should see the changing environment as a challenge and continuously look for opportunities to improve. Challenges are always chances to push us forward."

Mr Soltow explained that widespread digital progress is calling people to actively shape the maritime industry's future, and that an open and active approach is necessary to being part of tomorrow's world.

"In my opinion, the most important key factors for a successful change can be boiled down to three words: knowledge, creativity and improvement," he said. "In order to implement a system like the European Single Window or similar systems, it is absolutely necessary to include all involved parties in discussions about the future." Mr Soltow also noted that onboard crews should not be forgotten and that their working environment changes quite a lot – something which should not be underestimated.

Additionally, he highlighted the issue of security in the digital age, noting that with today's fast-changing world, with fast implementation, some threats may be forgotten, and that securing the current system is essential for sustainable growth. He cited Internet dependency as a big challenge.

"Nowadays, it is almost impossible to meet reporting obligations without any Internet connection," he said, explaining that preventive solutions for an Internet breakdown must be established and that a reliable digital infrastructure and a system of permanently improving security standards was necessary.

MAKING USE OF TECH

Asked how the shipping industry can use new technology to its advantage, Mr Soltow said that new technologies always have new advantages, but people have to know how to work them – though using new software need not be as complicated as it seems.

"We tend to think very complicated and big, while we miss the most obvious things. New technology aims to make things easier," he said. "Therefore, we have to ask easy questions. What information is really needed to work accurately? How can we avoid extra or double work? Which structures and processes can be remodelled and slenderised in order to reach the most simplified way of working?"

Mr Soltow's report also examined technologically-connected directives of governing bodies that try to ensure safety, efficiency and effectiveness in shipping, and concluded that work needs to be done in order to move more towards a European maritime transport space without barriers.

"A critical analysis of what is really needed and rethinking the necessity of some processes is essential to reach the goals of simplification and harmonisation," he said, noting also that open discussions need to happen "on an international level to evaluate what is needed and who needs what kind of information". Involving the private sector in these discussions and evaluations is also necessary.

In his paper, the port operations manager concluded that despite digitalisation in the maritime sector, a human element in the form of port agents and brokers is still a must.

"I believe that the unique capabilities of an agent cannot be replaced by a digital solution or kind of centralised help desks," he explained. "The basic principle of agencies is to help clients with their unique skills and experience. This leads to the simple fact that every agent that disappears is not helpful at all. The absence of any human presence on-site always means a lack of any possibility for an overall assessment of the situation and the ability to respond appropriately and without delay to unforeseen events."

However, Mr Soltow also said that he believed that the current working environment and demands will change greatly in the future, and that it will be

necessary for agents to rethink their occupational profile, improving and actively creating a new one including "old-fashioned" values.

IMPROVEMENT AVENUES

So, what do port agents and brokers need to do to adapt to the growing prevalence of technology in their line of work?

"As the industry has already gone through a lot of challenging and changing times in the past and managed them successfully, I don't think it would be different with digital challenges," Mr Soltow explained. "Usually, people are afraid of new things and changes and follow the principle of 'never change a running system'. However, I think this saying should read as follows: 'Never change a running system but don't be afraid to rethink and constantly improve it'."

Further, employees should be seen as business assets to be developed in order to optimise their professionalism through knowledge. "Through Internet and e-learning, employees have more possibilities to improve their knowledge and to stay up-to-date," he explained. "The newly-acquired freedom whereby agents are able to work from almost everywhere promotes an efficient way of education."

But it is still important to have close contact with customers and business partners: "In my opinion, of course the face-to-face meeting is still the best way of having meetings, but if we're honest with ourselves, who has the time to meet all of their principals face-to-face on a regular basis?" he noted. "However, it is better to have a video conference rather than no conference at all. The point is that we have lots of options which we can choose from."

Summing up, Mr Soltow said that everybody in this day and age must be strategic, observing a changing landscape and making use of new technologies.

"It is fundamentally important that we look at things as they are and not allow emotions to get involved," he said. "Managing through difficult times and situations requires the rational use of practical knowledge and dealing with changes statically." **SN**

Through Internet and e-learning, employees have more possibilities to improve their knowledge and to stay up-to-date



"The basic principle of agencies is to help clients with their unique skills and experience. This leads to the simple fact that every agent that disappears is not helpful at all"

Credit: Rawpixel – Pixabay

Double winners in abundance

2017's prize giving celebrated the Institute's successful students, some receiving more than one award

This year, the Institute's prize-giving ceremony returned to Trinity House for the eagerly-anticipated annual event to celebrate our students' successes.

After the traditional remarks from Institute senior officers, Bruce Ogilvy FICS and Michael Taliotis FICS, the prizewinners made the unforgettable walk down the aisle in front of family and friends to receive their awards directly from their respective donors.

This year, The Shipwrights Award to the most successful candidate overall in the examinations went to Harish Venkatesh from Mumbai, and there were some candidates that won multiple prizes.

From London, Melodie Dewitte won both the Denholm Wilhelmsen Award and the EA Gibson Shipbrokers Award; Piers Dunhill-Turner, won the Braemar ACM Shipbroking Award and the Tutorship Pieter Van Gelder Award; and Robert Millat, who won the Cory Brothers Award and the Shipbrokers' Register Award.

Eleni Mavrea from Athens received the Baltic Exchange Awards for both Shipping Law and Dry Cargo, while Virasp Vazifdar from Dubai won the Baltic Exchange Award for Shipping Business as well as the Kennedy Marr Limited Award.

There were also some familiar faces among the many winners present at the ceremony. Previous prizewinner Hannah Kimani-Blanco returned this year to collect the William Packard Memorial Award for the candidate gaining the highest marks in the Advanced Diploma overall. Hannah was also asked to say a few words on behalf of the students during the ceremony.

Following the awards, attendees met and mingled with fellow students and prominent industry figures.

While not everyone could leave with more than one award, the helpful advice on offer from seasoned professionals and the chance to make valuable contacts ensured that the evening's benefits extended beyond the prize giving itself, strengthening the sense of community among Institute members and creating fresh bonds between shipping professionals old and new. **SN**



Bruce Ogilvy FICS on the podium giving his welcome to the 2017 prizegiving



Michael Taliotis FICS



Left to right: Karl Franz FICS, Tony Dixon FICS and Theo Coliandris FICS



Left to right: Tony Vlasto, Julie Lithgow and Sue Terpilowski



Sue Terpilowski giving her keynote speech



Virasp Vazifdar (left) receives the Baltic Exchange Award



Prizewinners and award donors with Sue Terpilowski (front row, third from right) and Bruce Ogilvy (front row, far right)



Richard Grad and Elle Watson, past and current cadets sponsored by the Educational Trust Fund



Hannah Kimani-Blanco gives a speech on behalf of all students



Prizewinner Harish Venkatesh with Tony Vlasto, award donor, The Worshipful Company of Shipwrights



Robert Millatt (left) receives the Shipbrokers' Register Award from Michael Taliotis FICS and Susan Oatway FICS



Melodie Dewitte receives the Denholm Wilhelmsen Award from Michael Taliotis FICS and award donor John Watt FICS



Eric Sawyer FICS addresses the audience after being presented with the Shipbrokers' Medal



Piers Dunhill-Turner (left) collects the Tutorship Pieter Van Gelder Award from Michael Taliotis FICS and Alan Marsh FICS



Amelia Mitchell receives the Moore Stephens Award



Hannah Kimani-Blanco collects the William Packard Memorial Award



Ali Gokal (left) receives the Port of London Authority Award



Amelia Mitchell, winner of the Moore Stephens Award, with Theo Coliandris FICS, chairman of the Institute



Dimitris Lamprou (left), collects the Peter Talbot Willcox Memorial Award



From here, the only way is up

Everything just seems to be getting bigger and bigger, finds [Kate Jones](#)



Kate Jones



Credit: Danny Cornelissen

Seaborne trade in iron ore and coal has tripled in the last 20 years

In the shipping industry, much seems to be moving in an upwards direction – the size of vessels themselves is a shining example of that. Big containerships are already here, but if McKinsey & Company (McKinsey) are to be believed, in five decades' time, 50,000teu vessels will be sailing the high seas.

“Clarksons’ forecasts aggregate world seaborne trade to grow by 3.9% in full-year 2017, up from last year’s growth of 2.8%”

This might be implausible to many, but perhaps we should bear in mind that the average vessel size in the world cargo fleet covered by Clarksons’ Shipping Intelligence Weekly has grown by 69% over the last two decades. The average bulk carrier fleet dwt has increased by 53% over that period, while the average containership size has grown by a staggering 104% and the average gas carrier size has risen by 116%.

However, gains in shipping can be observed in more than just an overtly physical way. There’s also big growth in trade to consider. According to Clarksons, world seaborne trade increased by 31% between 2007 and 2016 – to 11.1bn tonnes – with non-Organisation for Economic Co-operation and Development (OECD) developing economies playing an increasingly main role.

Looking at specific commodities, between 2007 and 2016, LNG, crude oil and LPG increased their amount of trade routes with a volume greater than 0.5% of global seaborne trade. Oil products equalised their score from 2007. Clarksons’ research also looked at the difference in the percentage share of global seaborne trade accounted for by trade between non-OECD economies in each commodity in 2007 and 2016. Every single commodity had a positive difference in this percentage share except for iron ore. Seaborne trade in iron ore and coal has tripled in the last 20 years, in a large part because of trade into China.

And the outlook for world seaborne trade growth is even more grandiose. Clarksons’ forecasts aggregate world seaborne trade to grow by 3.9% in full year 2017, up from last year’s growth of 2.8% and 2015’s figure of 2.1% – the latter prompting uncertainty about seaborne trade’s general long-term health. If this full year does witness growth of the figure predicted, it would constitute the fastest year of seaborne trade growth for five years.

UPS AND DOWNS

There is of course a correlation between seaborne trade growth and the growth in ship size. Seaborne trade growth encourages vessel upsizing as owners look to get a greater portion of trade through more cost-efficient operations.

There have been lots of things to celebrate in shipping this year: strong intra-Asian box volumes, a return to coal trade growth, burgeoning gas volumes, fast transpacific container trade growth and strong dry bulk imports to China – factors which will likely have made their presence felt when looking at seaborne trade growth figures.

There have also been negatives: OPEC production cuts, countries’ reintroduction of domestic manufacturing, Chinese factories shutting down due to environmental concerns and the advent of new technologies constitute plenty of factors that could trigger a decline in trade growth. And that’s not even mentioning the widespread consequences of Trump’s unpredictable policies and Britain’s divorce from the European Union, which could cause a plethora of black swan events.

But that said, the more optimistic trade growth figures shouldn’t be sniffed at – after all, they indicate that the shipping market is continuing to recover after much doom and gloom. Let’s just hope that the trend for everything lifting extends to people’s spirits too. [SN](#)

Tanker talk



China's Belt and Road Initiative may not be "necessarily good" for the tanker market, according to a Poten & Partners report.

In the report, the broker noted that the existence of a new crude oil pipeline from Myanmar to China decreases the appetite for tankers. The pipeline constitutes a way for China to get crude oil from the Middle East and Africa without it having to travel through the narrow Malacca Straits into the South China Sea. After becoming operational in April, monthly volumes through the pipeline had hit 6m barrels by October.

"The Myanmar-China pipeline reduces tanker demand – for example, due to the reduction in tonne-miles," said Poten & Partners, who also noted that the vessels serving the pipeline have shifted from suezmaxes to VLCCs. Additionally, the broker said that the proposed Thai Canal – also known as the Kra Canal or the Kra Isthmus Canal, which would link the Gulf of Thailand with the Andaman Sea across southern Thailand – would also lower the appetite for this type of vessel, if it is ever built. [SN](#)

Keeping dry



Those concerned with the dry bulk shipping sector may find that they finally have something concrete to smile about. Shipping consultancy firm Drewry has forecast a recovery in dry bulk shipping charter rates from Q2 2018 on the back of strengthening Asian iron ore demand.

In the latest edition of its Dry Bulk Forecaster, which provides market analysis and forecasts, the company also forecast the Belt and Road initiative as a factor that will, in the long term, drive dry bulk shipping, and noted the infrastructure development that the venture demands.

"This highly ambitious project will create strong tailwinds for dry bulk shipping, taking into account the massive planned infrastructure development undertaken by the Chinese government," Drewry explains.

The consultancy also predicted that on the supply side, the dry bulk fleet will grow at a moderate rate in upcoming years. While improving charter rates are injecting fresh life into shipowners' interest in the newbuild market, fleet growth will remain under control because of the thin orderbook and International Maritime Organization regulations, meaning that a big proportion of the orderbook will be replacement tonnage.

Regarding the Chinese government's plan to reduce steel production between this November and March 2018, Drewry forecast that this will, in the short term, directly impact iron ore demand. Rahul Sharan, lead analyst for dry bulk shipping at the consultant, said that he viewed a 25% reduction as a more achievable figure than the 50% cut on existing steel production outlined in the Chinese government's proposed policy. This cut of a quarter is equivalent to 20m tonnes of steel production, by which demand for iron ore would be lowered.

Still, Mr Sharan said: "In brief, the next few months notwithstanding, a bright future is expected for the dry bulk charter market, providing solace to shipowners and shipyards alike."

Drewry anticipates Chinese steel production will pick up pace at the end of winter in the second quarter "next year, by which time production curbs will have relaxed", and that robust infrastructure and construction activities will further reinforce consumption of steel. The consultancy also said that the Chinese government's closure of mills that are high-polluting and inefficient "will pave the way for efficient millers to produce high quantity steel, strengthening demand for high-grade imported ore". [SN](#)

Boxed up



The world of container shipping will look very different in 50 years' time, with autonomous, 50,000-teu vessels and container trade that is two to five times the current volume. That's according to consultancy firm McKinsey & Co, who offered this futuristic prediction in their October report *Container shipping: The next 50 years*.

"Autonomous 50,000-teu ships will plough the seas — perhaps alongside modular, dronelike floating containers — in a world where the volume of container trade is anything from two to five times greater than it is today," analysts Steve Saxon and Matt Stone predicted in the report.

Headline-grabbing developments indeed, but with increased size comes the risk of a greater number of accidents in busier waters plied by ships with no-one on board to account for any glitch in proceedings.

Still, the consulting company did concede that "progress will probably be much slower than it was in the past decade" and that recently, demand hasn't filled up bigger vessels. It did note, though, that if demand catches up with supply, the logic of scale will drive orders for larger ships. It therefore seems as if only time will tell as to whether ships will be on track to meet the company's sizeable prediction. [SN](#)



Credit: Danny Cornelissen

Big containerships are already here, but could they double in size again by 2070?

Legal Eagles...

Do you have a burning legal question for the HFW Shipping Network team? Email legaleagles@ics.org.uk for them to answer your question in the next issue of the *Shipping Network*. Questions should be of a general nature and not specific to a particular live issue.

HFW's crack team of specialist shipping lawyers answer your legal questions



Guy Main



"I am a shipowner and I have chartered out my vessel on a voyage charter. The charterer has failed to discharge their cargo on arrival in port and appears to be using the vessel as a floating storage unit.

Will I be able to claim a higher rate of demurrage as a result of the charterer's failure to discharge the cargo?"



Rory Grout



The recent case of *Gard Shipping AS v Clearlake Shipping Pte Ltd* [2017] EWHC 1091 (Comm) provides a useful illustration of how this scenario will be treated under English law. In this case, the charterers

hired *Zaliv Baikal* on a BPVOY 4 voyage charter party dated December 9, 2015. The vessel arrived at Rotterdam to discharge and the owners immediately tendered Notice of Readiness. For their own commercial reasons, the charterers refused to give berthing instructions, and did not give any discharge instructions until March 31, 2016. The vessel waited at Rotterdam for a total of 64 days, during which time the charterers paid demurrage at the normal rate as set out in the charter party. The owners disputed this payment and claimed an escalated rate of demurrage on the basis that the charterers were effectively treating the vessel as a floating storage unit.

The key question was one of construction of contract. The clause providing for a specific rate for storage had been deleted from the charter party. As a result, the owners sought to rely on clause AC 11, which provided for an escalated

rate of demurrage, but this could only be triggered by the charterers giving an order to the vessel to "stop and wait for orders" prior to the tendering of the Notice of Readiness. According to the AC 11 regime, the charterers were entitled to stop the vessel and wait for three days at the normal rate of demurrage, but were then subject to increased rates where there was a waiting time exceeding five days.

The issue faced by the owners was that the order to "stop and wait for orders" was never given by the charterers. Rather, the owners triggered the ordinary demurrage regime by tendering their Notice of Readiness. As such, the Court found that AC 11 did not apply and that demurrage was payable at the ordinary contractual rate under the ordinary demurrage regime.

In addition, the charterers successfully contended that each of the multiple demurrage regimes within the charter party, which included an "Interim Ports Clause" and an "Orders Clause", required a specific trigger in order to operate. The AC 11 clause was no exception.

IN FAVOUR

Ultimately, the Court found in favour of the charterers, holding that "the charterers were correct in their approach which they adopted and in paying owners at the ordinary demurrage rate and therefore discharging their liability in respect of waiting time at Rotterdam."

The case is significant in a wider English legal perspective in that it provides the first application of the recent Supreme Court decision in *Wood v Capita Insurance Services* [2017] UKSC 24 (which is not a shipping case). The case confirms that the correct approach in such scenarios is to rely upon the express wording of a contract (where that express wording is clear and unequivocal), even if that wording seems not to reflect the commercial intentions of the contracting parties.

This case provides useful guidance for charterers and owners in respect of this specific demurrage-related scenario, but perhaps more significant is the signal that the English courts will place greater emphasis on the express wording of a contract than the commercial intentions of the parties. This confirmation should not only encourage clear drafting but should dictate how pre-existing charter parties are to be construed. Of course, each factual scenario is unique, and all parties are encouraged to consult their legal advisors to ensure they are in the best possible position to deal with the complex legal landscape. [SN](#)

While every care has been taken to ensure the accuracy of this information at the time of publication, the information is intended as guidance only. It should not be considered as legal advice.





I have heard recent reports of “Mandate Fraud” affecting brokers. What is Mandate Fraud, what should I do when Mandate Fraud is discovered and how can I minimise the risks?



Mandate Fraud is the provision of fraudulent payment instructions so that funds are directed to the fraudster instead of the intended

recipient. Broking houses are mainly at risk as the recipients of commission payments and also as the payers of shared commission to intermediaries.

Mandate Fraud might involve fraudulent payment instructions being sent from a ‘fake’ email address which is very similar to one used to send legitimate payment instructions. The email may appear to come from a company or individual you deal with every day, or even from someone within your own organisation.

More sophisticated is the deployment of hacking techniques, like phishing and malware, to control email accounts. Successful infiltration of yours or a third party’s computer systems in this way might allow a fraudster to give or manipulate payment instructions so they appear to come from an authorised person. Alarmingly, there are also reports of malware automatically altering the text of an email to include different bank account details.

Mandate Fraud can be difficult to uncover and may remain unnoticed until the genuine recipient chases for payment, with the funds having already been diverted by the fraudster.

The English courts have powerful weapons at their disposal in order to try to uncover information and recover extorted funds, including:

- i. Norwich Pharmacal Orders (NPOs) – a form of disclosure order that may be used to obtain information in order to trace assets or bring proprietary claims; and
- ii. Freezing Orders – an order preventing a party from disposing of or dealing with assets in order to preserve property – here the funds in the fraudsters’ bank account.

SEEK RELIEF

If payment to a foreign bank account is involved, it may also be appropriate to try to obtain relief from the local court where the bank account is located, subject to the remedies available there. In recent cases handled by HFW, these tools have enabled us to successfully recover funds. Each case will depend on its own facts.

The opportunity for Mandate Fraud may be reduced through best practice control and risk management protocols, such as:

- i. ensuring that payment instructions and bank account details are verified by telephone;
- ii. verifying any changes in payment details, again by telephone;



- iii. for larger transactions, asking for payment details to be provided directly and in person by a known individual;
- iv. verifying payment requests internally through more than one authorised individual;
- v. agreeing financial limits on payments with your bank, requiring confirmation by telephone to exceed;
- vi. inserting disclaimers in contractual documents and/or in email footers, making clear that changes to bank details will require telephone confirmation; and
- vii. putting email security settings in place to minimise the likelihood of interception and/or manipulation, such as the requirement for long and complex passwords and two-factor authentication (2FA).

Most importantly, you and your colleagues should remain on constant alert for anything unusual regarding payment requests. This might include changes in grammar or spelling in (what purports to be) an email from a familiar client or differences in the appearance of an invoice compared to those seen previously. If in doubt, always err on the side of caution and seek verification by telephone.

The importance of cyber security cannot be overstated. Hackers target any business which is not properly protected, so staff should be regularly trained on risks and IT protection systems should be kept up to date. Useful cyber security benchmarks are the government-backed Cyber Essentials and Cyber Essentials Plus accreditations.

Avoiding Mandate Fraud requires constant awareness and scrutiny.

While every care has been taken to ensure the accuracy of this information at the time of publication, the information is intended as guidance only. It should not be considered as legal advice.

The articles were written by Thomas Dickson, Rory Grout and Guy Main. Thomas is an associate, Rory a senior associate, and Guy a senior manager (partner equivalent) at HFW, a sector-focused law firm specialising in shipping, aviation, commodities, construction, energy and insurance. Guy is also a Fellow of the Institute and, before joining HFW, he spent 18 years as a shipbroker. Research was conducted by Joseph Malpas.



Open Day event: A big thank you!

The Institute opened its doors to prospective students in over twenty branches and teaching centres worldwide on September 26, 2017.

The event offered a great opportunity to find out more about courses on offer, entry requirements, and meet local tutors and other students.

Embarking on professional education can be quite a challenge. Some of the attendees had been out of formal education for some time and others were completely new to the shipping industry.

The Institute offers industry leading qualifications and has a network of Institute members teaching, mentoring and supporting students every step of the way. Below is a selection of the events that took place on the day.

OVERWHELMING ATTENDANCE IN WEST AFRICA

The West Africa Branch had its Open Day at the Regional Maritime University and was delighted to receive about 300 attendees. Over 235 potential students registered at the desk. The auditorium was filled to capacity, with more students outside the auditorium.

In addition, there were also many Institute members and current students present, who offered their invaluable support on the day. Needless to say, the branch was very pleased with the success of the event.

CANDIDATES FLOCK TO BRANCHES

The Greece Branch welcomed more than 30 potential candidates at its event in Piraeus, while the UK's Humber Branch combined its Open Day with a branch meeting in Hull, welcoming prospective students from Rix Shipping and DFDS.

In Singapore, Capt Dutt FICS welcomed potential students and talked about the local shipping arena and how the professional training that the Institute can provide aids a career in shipping.

The North East of England Branch held its Open Day in Middlesbrough at AV Dawson's new offices. Branch chairman Richard Booth FICS was joined by branch secretary Brian Livingstone FICS and education officer Harry Harrington FICS in welcoming potential students.

CAREERS CORNER FIRST FOR LONDON

London held its Open Day event in the evening at the Baltic Exchange where prospective students were able to view books, discover study options and ask questions to the head office team and Fellows in attendance from London and South East Branch.

New to the event this year was a 'Careers Corner', with experts on careers and job markets on hand to answer questions in a friendly and informal setting.

CANADA BRANCH HOSTS PRESENTATION

The Canada Branch Open Evening in Montreal began with a presentation on the Institute and the Canada Branch's

background and activities in the Shipping Federation of Canada's boardroom. A total of eight students were then shown a video entitled "Why Study with the Institute?", which was followed by a detailed discussion of the types of qualifications and the methods of study offered, addressing various issues such as cost, duration, resources and support.

In Vancouver, prospective students attended the Open Day from University of British Columbia programs such as Supply Chain Management Studies, Freight Forwarding and Marine Engineering. The event was well received and the participants appreciated the opportunity to learn more about the Institute.

WELCOMING NEW GRADUATES IN ASIA

Pakistan Branch welcomed more than 50 participants at its Open Day in Karachi, with both maritime professionals as well as new graduates attending.

Meanwhile, in Hong Kong, more than 10 visitors attended the Open Day at CY Tung International Centre for Maritime Studies at The Hong Kong Polytechnic University. The visitors were shown course books, short Institute videos and souvenirs. Hong Kong Branch committee members explained about the Institute's vision, mission and upcoming seminars and events. Visitors enjoyed the constructive discussion and advice on the various support available in preparing for the Institute's professional qualifying examinations.

INTERNATIONAL CHAIR ATTENDS SWW EVENT

The South Wales & The West Branch took the opportunity to combine the Open Day with a branch committee meeting. Theo Coliandris FICS, recently elected international chairman of the Institute, addressed the whole room and talked about his career in shipping and experience as a Fellow of the Institute.

Branch chairman, Jonathan Challacombe FICS, together with other committee members John Davey FICS and Phillip Rogers FICS, were also present to offer their invaluable advice and guidance to the perspective students attending.

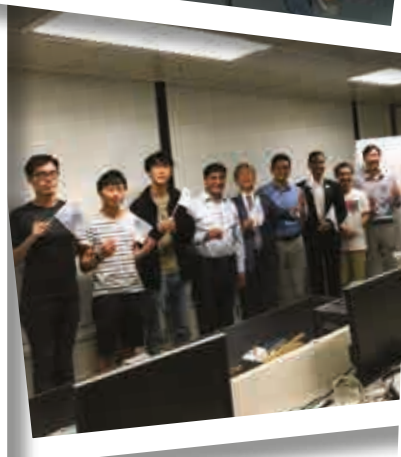
After the presentation and talks, all committee members were on hand to help with any questions the potential students had.

DUBAI'S SEMINAR POPULAR

The Middle East Branch Open Day was held at the Institute of Management Technology (IMT) campus in Academic City, Dubai, and incorporated a seminar as part of the event.

About 35 IMT students and 17 prospective Institute students came along, as well as two current students.

The highlight of the seminar was an Expert talk on "Life of a port call and related services" by Capt Melwyn Machado, general manager of DA-Desk. [SN](#)



New Zealand Chapter holds luncheon seminar

The New Zealand Chapter of the Institute's Australia and New Zealand Branch hosted 27 members and guests at a luncheon seminar in August.

Tracey Bates and Paul Hallet, technical advisors from the Ministry for Primary Industries, gave presentations on the new maritime rules in New Zealand concerning bio-fouling on ship hulls.

After a buffet lunch and drinks provided by seminar sponsors Navigator Shipbrokers, members and guests listened to an

introduction to bio-fouling and what it means to the shipping industry as a whole.

New Zealand has taken a lead in the introduction of the rules approved by the International Maritime Organisation, specifically in light of New Zealand's primary export industries such as fruit, farming and forestry.

A Q&A session followed the presentation and chapter chairman Chris Burn gave a short description of the Branch's tutorship programme and the benefits of joining the Institute. [SN](#)

Branch library in need of donations

The Institute's East Africa Branch is appealing for books, materials and donations for its library for students.

A recent Kenyan government directive, through the National Industrial Training Authority, requires all training institutions to have a well-stocked library, meaning that the Branch's operating license may be cancelled if it is unable to meet this condition.

Most of the learners registering for Institute exams have just left school and have no experience in the shipping industry, meaning that they rely mainly on research material, while private students barely have access to books to enable them to prepare adequately for exams.

Recently, the number of students registering for examinations has dwindled, which may be due to a lack of money to buy books given that most learners, having just left school, have no source of income.

Lack of books has been one of the contributing factors in

poor performance by students. Learners are relying on lecturers' notes in respective institutions, which may not be adequate to enable them to pass the exams.

The Branch's recently-introduced Certificate in Shipping Management course appears to be attracting more students, meaning that there is a greater need for more research materials.

"There is a need for the students to have a well-equipped library that will help them with desktop computers, shipping journals, maritime course books, maritime atlases, tutorial guides and projectors, among other resources," a spokesperson for the Branch said.

The Branch believes that donations of books and materials will allow it to see a significant improvement in student performance in Institute examinations.

Please contact the head office if you can help. [SN](#)

Hong Kong Branch AGM success

There was an encouraging turnout at the Institute's Hong Kong Branch's 54th annual meeting at The Mariner's Club in Kowloon in September.

Office bearers and other executive committee members were elected for the 2017-18 year, with Joseph Chau elected Branch chairman and Manson Cheung elected vice chairman and membership/examinations officer.

Following the elections, branch members enjoyed drinks

and refreshments. KK Li and YK Chan were presented with life member certificates by Mr Chau.

The branch AGM was followed by a lecture by Professor Nikos Nomikos on risk management, which covered different aspects of financial risk in shipping and gave an overview of the practice of risk management in the industry using examples and real-life applications.

Following the lecture, further drinks and refreshments were available.

The AGM follows a number of events held by the Branch in 2017. In March, around 80 people attended a seminar held by the Institute and Brookes Bell at the same venue, which aimed to present some updated issues concerning the carrying of various cargoes and the value of maritime professional services.

In April, the Branch held a lecture entitled "Evolution of Third Party Ship Management" at the Indian Recreation Club in Sookunpoo Valley, while in June, it organised a ballast water management system presentation by Sembcorp Marine, which was also held at The Mariner's Club.

In July, the Branch held a cocktail event at the same venue. [SN](#)



There was a good turnout at the meeting

Institute receives excellence award

The Institute received the Leading Professional Body for Commercial Shipping award at the International Maritime Club's (IMC) Golden Shield Excellence Awards 2017 for the UK Chapter, held in September at the Old Library in the Lloyd's building in London.

The category within the awards, which are held to honour the most dedicated and hardworking organisations and individuals who have given their best for the betterment of the industry, particularly honours organisations working relentlessly to promote the discipline of the industry and accompanied

standards. The awards were presented by Dr Ravi Mehrotra, founder and executive chairman of Foresight Group.

The IMC, which has been serving the maritime industry for over seven years, works for the conscious and continuous development of the vast maritime industry by acting as a platform where professionals from various sectors of the maritime industry come together to exchange knowledge and ideas on maritime trade and industry.

Membership of the club is limited to 365 and is drawn from the maritime community. [SN](#)

Liverpool golfers brave the weather

The Liverpool Branch held their Annual Golf Day at Heswall Golf Club in September.

A total of 10 teams of four players entered the competition and, despite a few heavy rain showers, everyone had a good day's golf even though their scores might not have been as good as they would have liked.

The day was completed with an excellent evening meal and a few celebratory drinks at which the prizes for the various categories

were presented. This was attended by 60 golfers and their guests.

The team competition was won by MA Logistics for the second year in succession. In second place was Quality Freight and in third place Weightmans. The winner of the Mike Armitt Cup was Tony Magee of Clarkson Port Services.

The Keith Duncan Salver, which is presented to the Institute Liverpool Branch member with the best score on the day, was won by Barry Stokes of Clarkson Port Services. [SN](#)

Shanghai holds successful training event

The Institute's Classical Shipping Development Plan for 2017 was held in Shanghai in August.

In all, 18 candidates from 17 shipping companies – including but not limited to Norden, Shanghai Ocean Shipping, Shanghai Changhang, IMC, Anglo-Eastern, Graig, Greathorse and ALCO – attended the development event.

Susan Oatway, recently-elected vice chair of the Institute, and Dr Fan Wei, vice president of Skuld Hong Kong, covered various topics over the three days, while shipping experts Michael Sun, chairman of Seamaster Ji Wen Yuan and Skuld Hong Kong lawyer and claims handler Rita Lau shared their experience with all attendees. Networking was also on offer at the training event.

All those who completed the training program were awarded a certificate, which was jointly issued by the Institute and the Professional Qualification Authority of China's Ministry of Transport, and were also included in the Ministry's TOP Shipping Professional Database.

Additionally, they will join the TOP Shipping Professional

Database of China's Pilot Free Trade Zone for Shanghai and enjoy the Shipping Preferential Policies of the Pudong New Area, which cover aspects including international exchange and cooperation, housing grants, health insurance and education policies. [SN](#)



The program attracted 18 attendees

London celebrates exam successes

London and South East Branch students were awarded 11 of the Institute prizes available, with many students completing their Foundation Diploma and others their Advanced Diploma, while 13 students completed their Professional Qualifying Examinations (PQE).

Lecturers, students and London Committee members celebrated the exam results in August at the Doggett's Coat and Badge pub on the South Bank in London.

Commenting on the event, a spokesperson for the branch

said: "There was much laughter, chatting and merriment as people moved from group to group discovering who had passed which exams, and [there was] already some discussion on which subjects they will next sit in order to obtain their PQE."

"We look forward to hearing that [the students] have joined the Institute, and we look forward to seeing them at the many Institute events, be that in London or elsewhere around the world." [SN](#)

Strong attendance for Ireland dinner

A total of 120 members of the Institute's Ireland Branch and guests gathered for the annual dinner and awards evening at Fitzpatrick Castle Hotel near Dublin in September.

Presentations were made to two Foundation Diploma students and six Advanced Diploma students, while eight students who completed their PQE received membership certificates.

Sarah McGuinness received the Irish Maritime Development Office Award for the best Ireland Branch diploma student for 2017, while Robert Doolan was presented with the Argosea Shipping Award for the best Ireland Branch student for this year.

Gordon McMillan was presented with the Sworn Shipbrokers Medal in recognition of his services both to the Institute in Ireland and internationally.

Special presentations were made by Theo Coliandris, the Institute's international chairman.



The annual dinner proved popular

After dinner, guests were entertained by Irish radio and TV personality John Creedon. [SN](#)

ANZ Branch brings popular course to Perth

The Institute's Australia and New Zealand Branch held another of its popular two-day Bespoke Commercial Shipping Practice course.

The programme, which was held on this occasion at the Holiday Inn in Perth in early October, was brought to market through the support of the Branch's two Western Australian representatives, Tony Pegum and Mark North.

The event saw 15 attendees, including people who worked for grain trading, mining, agency and survey companies.

Participants in the event, which had an approximately equal gender split, mostly worked in the dry cargo sector.

Nigel D'Souza was the course director, assisted by Nick Vann and Mr North, who offered anecdotes and examples from their extensive careers in ship chartering.

The event marked the fifth time that the course had been



The course was run for the first time in Western Australia

presented in Australia, but it was the first presentation of the programme in Western Australia, which is becoming an important area of growth for the Branch.

One attendee at the event said: "The course content was very relevant to my position and I have already started implementing some ideas given into my work procedures, which is great." [SN](#)

Shipping week seminar a sell-out

The Institute's London and South East Branch saw tickets sell out for its autumn seminar at London International Shipping Week 2017.

The event, which was held at the London offices of accounting and business advisory company Moore Stephens, was entitled 'Market Vulnerability' and saw three venerable shipping industry figures giving their take on different topics.

Amir Alizadeh-Masoodian, a professor of Shipping Economics and Finance at Cass Business School, spoke on ship finance and newbuildings, while Martin Dixon, head of research products at Drewry and a director of Drewry Group, talked about the outlook for container shipping. Mark Williams, Affinity Research managing partner, discussed challenges and opportunities in oil tanker markets.

In his presentation, Professor Alizadeh-Masoodian explained that in 2007, investment in shipping stood at \$134.7bn, whereas in 2016, it was \$47.9bn.

"The trend post-crisis is that the European banks' exposure to shipping is decreasing, while Asian bank exposure is increasing," he said.

Mr Dixon, while discussing slowing growth in container shipping, predicted that by the end of the decade, overcapacity in containers will remain. The Drewry Group director also noted that a great majority of container shipping lines are currently in distress, with debt they have accumulated over a number of years.

In his presentation, Mr Williams explained: "If you invest in a tanker newbuild today, the world will change a lot over its lifetime of 25 years. Long-term climate change, real time pollution control and emerging markets will take the baton of the guarantor of globalisation."

The event also heard opinions on the impact of technology and the future of brokers.

"Those that harness and invest in technology have a great opportunity. Those that can't are going to really struggle," said Mr Dixon.

However, Professor Alizadeh-Masoodian added that there is still a role for the broker, "certainly in the near future".

A networking drinks reception followed the seminar. [SN](#)

Ship visit enjoyed by Greece Branch

Students at the Institute's Greece Branch were able to visit the Titan container ship during its call at Piraeus Container Terminal in October.

During the visit, which was arranged by Institute member and senior marketing manager of GAC Shipping Nikos Marmatsouris, the vessel's master and crew took the students on a tour of the ship, explaining her main parts as well as her equipment and its functions.

The students had studied vessels while preparing for the Institute's Professional Qualifying Examinations. **SN**



Students get up close and personal with Titan

East Africa hosts stakeholder dinner

The Institute's East Africa Branch hosted a dinner for stakeholders at the Mombasa Club in Kenya in September.



The event brought together key industry stakeholders

Those in attendance included representatives for the Kenya Ports Authority (KPA), the Kenya Maritime Authority (KMA), the Kenya Trade Network Agency and the Kenya Institute of Management, as well as representatives from secondary schools and maritime training institutions.

The event was held to acknowledge the crucial role that stakeholders play in supporting the Institute's professional training.

At the event, the branch chairman called on all industry players to go the extra mile by sponsoring employees to pursue Institute programmes.

He said that shipping was dynamic in the sense that every year brought new industry developments, meaning that it was wise for stakeholders to keep abreast with the latest developments, lest they be rendered outdated.

A "dynamic change" he cited in the industry was a recent government directive whereby all import cargo will have to be insured locally – a move which breaks with tradition.

The chairman advised stakeholders to enrol their staff in Institute programmes and attend seminars and workshops conducted by the branch.

Several key guest speakers, including representatives for the KPA and the KMA, thanked the branch for partnering with them and promised to sponsor their employees' enrolment in Institute programmes. **SN**

Knowledge series goes from strength to strength

The Institute's Middle East Branch held a series of Shipping Knowledge sessions in September and October.

Topics in the classes included an introduction to shipping, bills of lading, chartering, ship/port interface, legal principles of shipping and liner trades, with each session finishing with a Q&A opportunity for members.

Attendance at each class ranged from 45 to 65 people, with invitees including students, tutors and industry professionals from within the shipping industry, as well as from other industries like banking and insurance.

The different backgrounds and work experience of attendees at the sessions gave participants exposure to the different factors that a shipping practitioner can face.

A re-run of the classes is planned for early next year, prior to exams in May.

In October, the Branch also organised a seminar with the Federation of National Associations of Ship Brokers and Agents (FONASBA) and the Dubai Shipping Agents' Association about disruptive technologies and their impact on shipping intermediaries.



A FONASBA seminar in Dubai discussed disruptive technologies

The event, which was held at the InterContinental Dubai Festival City as part of FONASBA's 2017 Annual Meeting in Dubai, saw presentations given on the impact of new technology on shipping intermediaries, disbursement accounts processing and blockchain technology and its challenges.

The presentations were followed by a panel discussion on whether shipping intermediaries are adapting effectively to disruptive technologies. **SN**

Calendar

Joint lecture with the Baltic Exchange: "Legal Eagles"
London & Singapore
(31 January)

JANUARY EVENTS

31 January

Joint lecture with the Baltic Exchange:
"Legal Eagles"
London & Singapore

FEBRUARY EVENTS

15 February

Germany Branch
Annual Dinner
Hamburg

22 February

November examination
results announced

MARCH EVENTS

28 March

Joint lecture with the Baltic Exchange: "How environmental conditions affect freight rates"
London & Singapore

Making your expertises known

The Institute's plans to develop a networking tool called 'Member's Areas of Expertise' featured in the last edition of Shipping Network.

This new section in the membership database is an ideal way to network and unlock business opportunities with the capability to search for specialist expertise by region within the Institute membership.

We are delighted to report that this function is now live on the database Shipbrokers.org and can be accessed via your usual login.

An email will follow with specific instructions, though in the meantime please feel free to proceed with the following simple process to get your profile up and running:

- 1) Login to your profile on Shipbrokers.org
- 2) Click Edit Profile
- 3) Tick as many 'Areas of Expertise' as applicable
- 4) This is not mandatory so you can choose 'Do not wish to share my areas of expertise'
- 5) Please remember to save changes by pressing 'Update Profile' when you have finished.

Areas of Expertise:

<input type="checkbox"/> Do not wish to share my areas of expertise	<input type="checkbox"/> Accounting and finance
<input type="checkbox"/> Not currently in shipping	<input type="checkbox"/> Chartering and broking – dry
<input type="checkbox"/> Arbitration and mediation	<input type="checkbox"/> Crewing/human resources
<input type="checkbox"/> Chartering and broking – wet	<input type="checkbox"/> Education and training
<input type="checkbox"/> Economics research and consulting	<input type="checkbox"/> Graduate/trainee
<input type="checkbox"/> Environment	<input type="checkbox"/> Legal
<input type="checkbox"/> IT	<input type="checkbox"/> Logistics and supply chain
<input type="checkbox"/> Liner	<input type="checkbox"/> Marine Insurance/Protection and Indemnity
<input type="checkbox"/> Marine engineering	<input type="checkbox"/> Naval architecture
<input type="checkbox"/> Marketing and sales	<input type="checkbox"/> Operations
<input type="checkbox"/> Oil and gas	<input type="checkbox"/> Port and stevedore management
<input type="checkbox"/> Policy and regulation	<input type="checkbox"/> Renewable energy
<input type="checkbox"/> Port/ships' agency	<input type="checkbox"/> Ship management
<input type="checkbox"/> Safety and security	<input type="checkbox"/> Seagoing personnel
<input type="checkbox"/> Ship sale and purchase	
<input type="checkbox"/> Other – please state	

If you experience any difficulties or have any questions then please do not hesitate to contact the membership team at membership@ics.org.uk. [SN](https://www.ics.org.uk)



The Secret Broker

Talking a good game

Summer in the northern hemisphere had all but gone when London International Shipping Week (LISW) hit in September. The event offered lots of presentations and seminars, with the attendant drinks, canapes and maybe even buffet luncheons. It reminded me of how I love shipping and the people involved.

Without the Baltic Exchange as the daily focal meeting point that it once was, networking and learning events such as these are becoming more and more important. They hammer home the obvious success of the personal network that still exists within the shipping fraternity, something that should never be underestimated.

Despite all the analysts telling us that people are being phased out, it seems that business can still be conducted via established personal channels. When there is a choice, someone who is known and liked will get the business. All of this makes it essential that the continued growth of Institute membership is promoted. This does, after all, represent the basic network for the shipping community worldwide. It offers the initial introductions and the opportunity to build and maintain the relationships which can return dividends later on.

Why, then, do shipbroking companies still seem loathe to sponsor their staff during lulls in the market and then complain in better times, when they have committed to staff attending Institute courses and lectures, that they want their staff in the office, working and not attending those very same sessions? It's impossible to have qualified staff unless they obtain the qualifications. The problem is a Catch-22.

RECURRENT THEMES

But I digress; let us return to LISW and networking. Among the many topics addressed, a few seemed to recur throughout. The issue of IMO 2020, low sulphur fuel and Ballast Water Treatment Systems (BWTS) were debated, quite heatedly on occasion. Is the market prepared? BWTS implementation has already been delayed. Why fit scrubbers if bunkers remain low priced and distillate fuel can be used in ECA zones? Why spend money until it is absolutely necessary?

There is also still confusion over who will, in effect, regulate things. Is it the IMO, the US Coast Guard, BIMCO or the European Union? At the same time, all these new regulations may lead to

a reduction in the size of the world fleet as it may be deemed uneconomic for older ships to be upgraded. This may be the silver lining for the freight market. We are already seeing that the practical life of a vessel has been reduced from the previously widely-accepted 25 years towards the 15-year mark.

Another popular topic was cyber risk. How can this be checked; what is the real cost; how can it be quantified? AP Moller-Maersk suffered in July from the NotPetya cyber attack and said that it cost the company close to \$300m in lost revenue. Are any of those sorts of attacks insurable?

A further favoured topic was automation aboard ships and autonomous operations. This raises the question of what might be the result of a cyber attack on an autonomous ship? A collision, a grounding, a terrorist event?

In the midst of all this, the vulgar topic of money and capital was also addressed. The general feeling seemed to be that as and when capital is required, it will always be available, it's just a question of how much it will cost and, as we have seen before, the memory lapses of lenders. Capital will likely be directed at top-tier shipping organisations more aggressively than at those lower ranked, and this may lead to middle-tier owners being effectively left behind and failing to develop further.

Add to this that despite the constant threat of oversupply, shipyards will always continue to push their products and this will attract investors using relatively cheap financing for historically cheap vessels to be ordered and built. But there is nothing new there.

Chinese leasing deals which allow more new ships to be built in China are becoming more common, and are effectively social strategies to maintain employment, reduce the possibility of unemployment and popular unrest and prevent the cost of imports rapidly increasing by putting pressure on the freight market. Risk management is practiced far more by the new generation of investors, and the funds behind such investments tend to operate with a three- to-five-year investment profile, which again runs counter to the traditionalist long-term viewpoint and will lead to those with such an approach to be sidelined by the money men.

All topics at the event were interestingly themed, even if some of the speakers and experts were a bit jaded. **SN**



the stern

GET BETTER CONNECTED

Research has discovered that the world's biggest shipping companies are "falling short" regarding their approach to digital communication, leaving their brand and reputation vulnerable if a crisis occurs.

Acceleris' Insights division analysed the available website analytics from the top 10 shipping companies worldwide, looking at factors such as site performance, social aspects and security.

The findings, which rated each topic studied from A to F, showed that while shipping companies are investing millions to fight to protect websites against cyber crime, many companies' digital and social media use leaves something to be desired.

While none of the companies received a security grade of less than a C, Mediterranean Shipping Company, China COSCO

Shipping, Evergreen Marine, Hamburg Süd, Yang Ming Marine Transport Corporation, NYK Line and United Arab Shipping Company all received a D grade or less for the Social category.

"Whether it's through their mobiles on apps, through blogs or on social media, there's a strong opportunity for even the largest companies to give audiences what they want," said Louise Vaughan, Acceleris' managing director.

"With 94% of internet users having at least one social account, it's not difficult to overestimate the potential the maritime sector has."

Maybe it's time for some of the world's 10 biggest shipping companies to get onboard with social media. [SN](#)

BOTS IN THE BLUE

The robots are coming! Russian developers have launched a project to create an anthropomorphic integrated marine robotic system for offshore operations.

The venture, presented by the National Technological Initiative (NTI) working group MariNet on the sidelines of NEVA-2017 in September, sees the spacey-looking integrated robotic system allow for the interaction of unmanned underwater, surface and air vehicles.

The product's Intellectual Information Management System lets an operator simplify and automate robots' behaviour control. Using this system, the operator can develop a mission, test it, program the functioning of each robot, monitor the process execution and technical condition of



the robotic system's elements, collect and process the incoming data and quickly correct actions – or even change the mission entirely.

Domestic equipment development is one of the top priorities for the Russian Ministry of Industry and Trade. Mikhail Ivanov, director of the Ministry's Department of Machine-Tool Manufacture & Investment Mechanical Engineering, said that the Ministry is interested in promoting domestic production of high-tech products, increasing domestic components and developing innovative offshore technology solutions.

Only time will tell as to whether the venture will prove successful – but the robot itself certainly looks futuristic. [SN](#)

GREASED LIGHTNIN'

Soot and other particles in ships' exhausts could be causing lightning at sea, a study published in Geophysical Research Letters has found.

Researchers discovered that two major shipping lanes in the north-eastern Indian Ocean and the South China Sea witnessed nearly double the amount of lightning strikes as similar strips of ocean further away.

The team proposed that soot and other fragments in ships' exhausts create large numbers of cloud droplets, smaller on average than droplets forming around natural airborne dust particles over other parts of the ocean.

As these smaller droplets tend to rise higher into the atmosphere, they make more ice particles, which rub against each other to create lightning. [SN](#)

SHIPPING SPEAK

“Maritime as an **economic driver** is greater than aerospace in the UK. We need to **get this over** to the government”
Maritime UK's vice president John Hulmes espouses on the importance of maritime to the UK economy

“ECDIS has been a **complete mess** – we are 25 years in and we still don't have **standardisation**”
Frank Coles, Transas chief executive, on the downfalls of the ubiquitous nautical navigation system

”

Find your next move

The Institute and Spinnaker Global work together to promote the value of professional qualifications and training. A selection of our latest vacancies is below, visit spinnaker-global.com for our full listings.

Capesize Shipbroker, Singapore

The ideal candidate will have at least 5 years' broking experience within the Capesize markets. Ideally our client is looking for someone that has a proven record of developing cargo relationships. You must be an active broker with an established network and strong relationships with clients who can hit the ground running.

<https://jobs.spinnaker-global.com/go/HQ00011768>

S&P Broker, Greece

This is an opportunity to work in a challenging environment where you will be supported in handling existing portfolios, as well as developing new business. The ideal candidate will have at least 5 years' experience as an S&P broker. You will have a track record of concluding business and possess a high level of commercial acumen and initiative.

<https://jobs.spinnaker-global.com/go/HQ00011752>

Shipbroker (Dry), London

A reputable, London-based dry broking house is seeking experienced Dry Brokers to join its close-knit team. This is perfect role if you've been used to working in a large, corporate broking environment and are looking for a role where you can make it your own, in a single office, working within a small and friendly team.

<https://jobs.spinnaker-global.com/go/HQ00011730>

Dry Bulk Broker, Dubai

Have you thought about relocating to the Middle East? A world-leading broking firm is looking for Dry Bulk Broker to join their team in Dubai! Someone with a willingness to develop or existing contacts in Africa would potentially be a good fit for this role as our client sees this as an emerging client that they want to capitalise on.

<https://jobs.spinnaker-global.com/go/HQ00011418>

To apply for these jobs, register for alerts or to search our other vacancies, visit spinnaker-global.com and see where Spinnaker Global can take you.



Spinnaker Global
Specialist Recruitment



THE
PROFESSIONAL
INSURER

Discover ITIC

International Transport Intermediaries Club Ltd. (ITIC) is a mutual insurance company with over 80 years of experience of providing professional indemnity insurance to companies involved in the transport industry.



ITIC is the world's leading niche insurer of professionals who provide services to the transport industry. Specialist professional indemnity insurance is available to many businesses including:

- Ship Managers
- Marine & Energy Surveyors
- Naval Architects
- Ship Agents
- Marine & Transport Consultants
- Ship Registries & Classification Societies
- Other Related Professionals
- Ship Brokers

ITIC provides help, advice and security from experts when you, or your client, need it most. As the specialist professional indemnity insurer for the transport industry, we offer:

Help

- Fast response to enquiries
- Worldwide cover

Advice

- Specialist knowledge
- Advice on loss prevention

Confidence

- Strong financial position
- More than 80 years underwriting experience



ITIC
IS MANAGED
BY **THOMAS
MILLER**

**For further information and a quotation,
contact your broker or ITIC's
Underwriting Director, Roger Lewis at:**

International Transport Intermediaries Club Ltd
90 Fenchurch Street, London EC3M 4ST

tel + 44 (0)20 7338 0150 fax + 44 (0)20 7338 0151
e-mail ITIC@thomasmiller.com web www.itic-insure.com