

## SINGH MARINE MANAGEMENT LIMITED-UNIQUE FACTS

*Singh Marine takes all its seafarers and shore staff as part of its extended family, enjoying the good times as well as facing the hardships, together. So far, in its 17 years of operations the unique company has never lost a customer, it makes things happen and does not walk away from challenges. A founder-led company, with humble beginnings in 2003, Singh Marine is associated with the best ship owners and managers of the world. It supplies crew on all types of merchant vessels - from tankers, LNG, containers, bulkers to offshore vessels, yacht, and even offshore floating terminals for coal trans-shipment.*



### Dr. Binay Kumar Singh

CEO, Singh Marine Management Ltd.,  
Odessa , Ukraine

Over 27 years ago, Dr. Singh came from India to pursue a degree in Marine Navigation at Odessa State Maritime Academy (OSMA). He graduated from OSMA in 1999, earned a PhD in Marine Navigations from the same academy in 2001 and quickly found his home in Ukraine.

Initially working with some of the manning companies Dr. Singh eventually started Singh Marine Management Ltd. in 2003.

Today, Dr. Singh is a recognized global expert in international manning having mustered two decades of global manning experience in recruiting, developing and growing the Ukrainian seafarers for worldwide shipping companies.

With his team of crewing officers and executive his company serves over 20 international companies and represents their manning interest in Ukraine.

*Speaking with Capt Sunil Nangia, on the manning process followed by his company, he explains - "Our recruitment system is geared to select only the*

most suitable candidate for the vessel position with high emphasis on spoken and written English skills with good performance track record and good attitude and habits. All seamen go for extensive screening process comprising of interview, skill assessment and reference checks. For senior ranks we additionally check for computer skills as well do company psychometric assessments for senior officers."

"We ensure all crew going through our system have valid certificates and all necessary and relevant endorsement in addition to a thorough medical examination from our authorized medical clinic. With regard to our deployment process- we include a client interview, authentication of documentation, check from the authorities about their documents. For existing clients, we plan for a complete cycle time of 9 months for each berth so that high rotation on the same or similar vessel is achieved."

Emphasising on the seriousness of the manning business, he continues – "The corner stone of our deployment process is a detailed and structured pre departure briefing with a view to ensure

multinational crew compatibility is ensured, there is high level of obedience and discipline on board, safe working practices are followed as per the Principal's policy, and a detailed briefing on dos and don'ts. We believe that a crew's relationship with the Principal is a long term one and not limited by a contract. This ensures high familiarity of the crew with the owner's culture, management systems, and specific demands that facilitates a smooth vessel and manning operation."

Speaking on the quality of Ukrainian seafarers, Dr. Singh feels that though their attitudes, personality and character may be varied, essentially all Ukrainian seafarers are kind-hearted and friendly by nature. They have a strong sense of unity when working onboard and work to face all challenges together. This spirit of camaraderie brings about the best results, he feels.

Welfare of the seafarers and their families is of top most priority for Dr Binay Singh who leaves no stone unturned to keep in close touch with every person he sends onboard. "If a seafarer has any problem, I like to help at any cost. My convictions and positive attitude helps me to get 100% result to solve any problem," he emphasises.

"I also like to help and support the seafarer's family at

such times. Keeping close contact with them via social media through whatsapp and other means, my effort is to encourage and inspire everyone to unite for the welfare of the ships and the seafarers."

When asked how he ensures their welfare, he replies – "Timely wages, promotions and keeping commitments made to seafarers is high on my list. I am always looking for opportunities to help the seafarers. Seafarers are our omnipotent asset and foundation for shipping industry and we should appreciate their precious contributions to our shipping industry and should be appreciated."

Dr. Singh is very positive that to make robust pool ships owners and managers should prone to recruit best cadets from Ukraine to avoid good officers shortage for their fleet in future. Especially owners and managers of specialized ships such as LNG, Chemical tankers and bigger container fleet.

In his view if we not develop such pool today then how we can expect tomorrow to fulfil our fleet with specialized officers.

Dr Singh is very passionate about seafarer welfare programs and keeps track of his people constantly, sometimes on a daily basis. "I put myself in their place, this helps me think accordingly and take decisions that are best for all."

