



Clipper offers stability, safety, development & team spirit.

DO YOU WANT TO JOIN THE TEAM?



TAKING CHARGE, THINKING SAFETY

Our main asset is the highly valued staff trading the oceans. Clipper is a privately owned shipping company and an industry leader in dry bulk. Clipper Fleet Management has around 30 dry-cargo vessels in in-house technical management and employs approximately 1,000 highly skilled seafarers. We value our crew members highly and prioritize their development and well-being. The retention rate among our seafarers is significantly higher than the industry standard.

Our crew members think safety and take charge. We continuously train and advise our crew through safety campaigns and seminars. At Clipper Fleet Management, we wish to create a culture where everyone takes responsibility for the well-being of themselves as well as their colleagues.

Our staff has the right to be organized. At Clipper Fleet Management, crew members are organized and arranged under our collective bargaining agreement paid by Clipper.

We focus on communication and on individual development. Clipper Fleet Management supports the personal and professional development of our crew through feedback and training. We believe that frequent communication between land and sea is essential to our success, and want to develop a work environment that facilitates knowledge sharing and communication.



MEET THE CREW

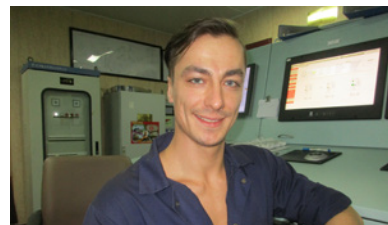


Mikhail Koziukov, Able Seaman.

Seniority: 3 years. Number of contracts: 4.
"This is a stable company with updated ships, competitive salary and competent crew. I would like to continue my career here as the company gives me a good chance to grow professionally."



Mikhail Tryasunov, Captain. Seniority: 13 years. Number of contracts: 13. "I would recommend Clipper to others for several reasons. Medical insurance for top four officers and all expenses related to certifications and examinations are covered. Clipper is a reliable company that cares for its employees."



Andriy Zhygalin, 4th Engineer. Seniority: 6 years. Number of contracts: 7. "Clipper is a stable and promising company with high quality specialists."



Alexey Tarler, Bosun. Seniority: 8 years. Number of contracts: 11. "I am working with Clipper Fleet Management because of the high level of safety. Experts on board the ships are well-qualified and our payment of wages is guaranteed."



WHAT'S IN IT FOR YOU?

- You will be a part of a great team!
- You will work for a ship owner with different vessel types
- The company and our crew have a good industry reputation
- We conduct shore-based training based on ship types
- You will also participate in on-board-training programs
- All our seafarers are part of a Personal Performance Feedback System with individual focus
- Senior Officers will participate in Leadership Training
- We have our own cadet program with 100 cadets associated
- We have daily news feeds on board
- You will be covered by an ITF agreement
- We offer an insurance scheme for Senior Officers

Welcome aboard!

Erik Carlsen

Head of Clipper Fleet Management

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