

# The Handbook

*How To Get Into Yachting*



*yotspot*.com  
yachting opportunities & training



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Welcome to Yotspot’s Crew Platinum Account

As one of our Platinum account holders, we want to make sure you have all the information you need to secure your next job in the superyacht industry, even if it’s not your first.

You’d be forgiven for thinking there couldn’t be many jobs more exciting and glamorous than working and living on board one of the world’s most exclusive and beautiful vessels, but who do you think keeps those vessels looking pristine, polished and motoring smoothly day to day without a hitch?

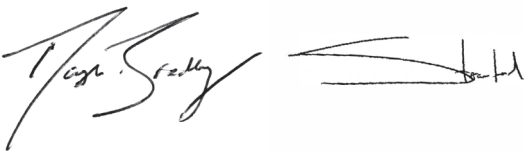
You guessed it, the fabulous crew! You guys are integral to the successful running of any superyacht and we want to make sure the crew we place and the jobs we advertise are the most sought after in the world.

The superyacht industry is an amazing world to be part of but don’t be fooled, it’s hard work and immensely rewarding in equal measure.

We’ve put together this e-book to give you an overview of everything you need to know about the industry, how to get work, what to expect on board, which courses to take, choosing the right position, useful tips and advice from guys who’ve been there, done it and got the Gucci/time-honoured crew t-shirt!

Read on to find out how you can get ahead in this competitive industry and be the best you can be onboard the world’s most amazing superyachts!

Welcome aboard!



Daryl & Steve



# CHAPTER 1

## *Intro To The Industry*





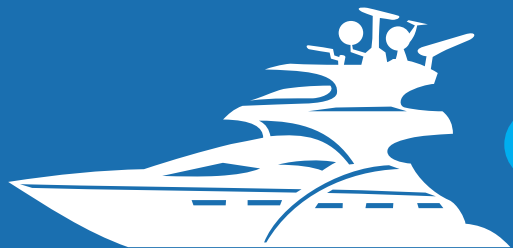
# At A Glance

## What's a Superyacht?

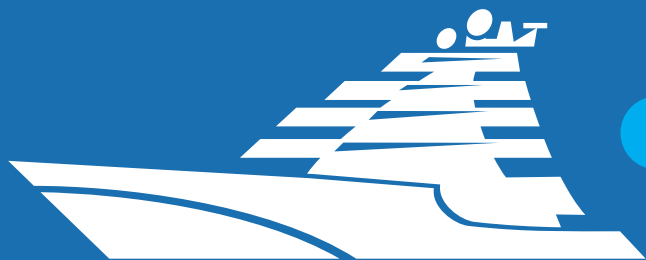
Wikipedia describes a luxury yacht as a large and very expensive professionally crewed sailing (with sails) or motor (run by motor) yacht and depending on its size is either classed as a superyacht or megayacht. In some countries, yachts measuring over 24 metres must have a permanent crew onboard.



Yacht **24** metres + = **Superyacht**



Yacht **30** metres + requires **4 crew**



Yacht **50/60** metres requires **15–18 crew**



## Top Facts

- Average size 42 metres
- Largest to date M/Y Azzam 180m (592ft) built 2013
- Approx. 10,000 superyachts in the world
- Approx. 150 new built every year
- Some so large they can only fit in a few marinas worldwide eg: Monaco or Miami
- Onboard luxury might include: helipad, spa, hot tubs, infinity pool, basketball court, private movie theatre and more...



## Sail or Motor

Yachts are split into two categories, sailing or motor. In general, sailing programmes tend to be slightly more casual compared to motor yachts. However, both have the potential to offer formal programmes. The majority of yacht crew jobs are on motor yachts, and the larger the yacht, the more formal and structured the programme is.

Apart from the obvious, one has sails, the other runs off a motor! Generally speaking, motor yachts pay crew more. You may also find that sail crew tend to attract more of the 'yachtie' types.



## Private or Charter

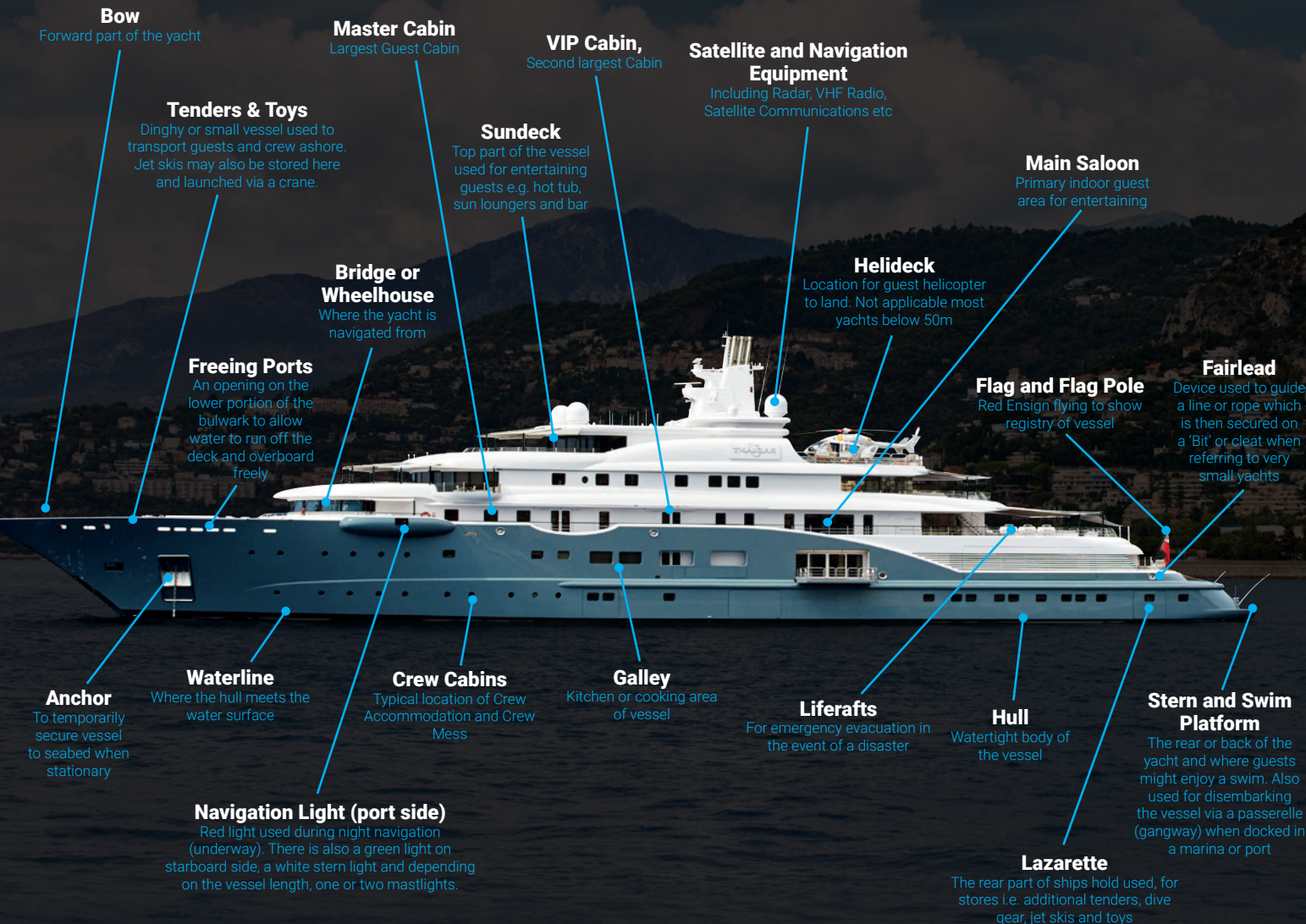
Whether a superyacht is owned by an individual or family, it will be classed as either private or charter.

"Private yachts" are exclusively used by the owners and their guests. They typically offer crew higher initial salaries and better benefits to improve their chances of retaining crew long term but the potential for individual tips is not guaranteed.

If the yacht is on a "Charter" programme, new guests will come aboard from week to week for various lengths of charter. Initial salary might be lower than that on a private yacht and crew turnover will be higher but the potential for tip earnings is much better and could be between 10-20% of the charter value.



# Areas of The Superyacht



## Who Do I Report To?

As you'd expect from any successful business, every yacht has a crew hierarchy which typically follows the format laid out (see visual!) and is replicated across many superyachts, although the number of crew, individual job descriptions and expectations can vary hugely depending on the size of vessel and requirements of the owner or captain.

**i** Typically, 'newbies' should expect to enter as one of the following:

- Deckhand
- Deck/Stew
- Junior Steward/ess
- Deck/Engineer
- Stew/Cook

**i** Jobs onboard fall into the following categories:

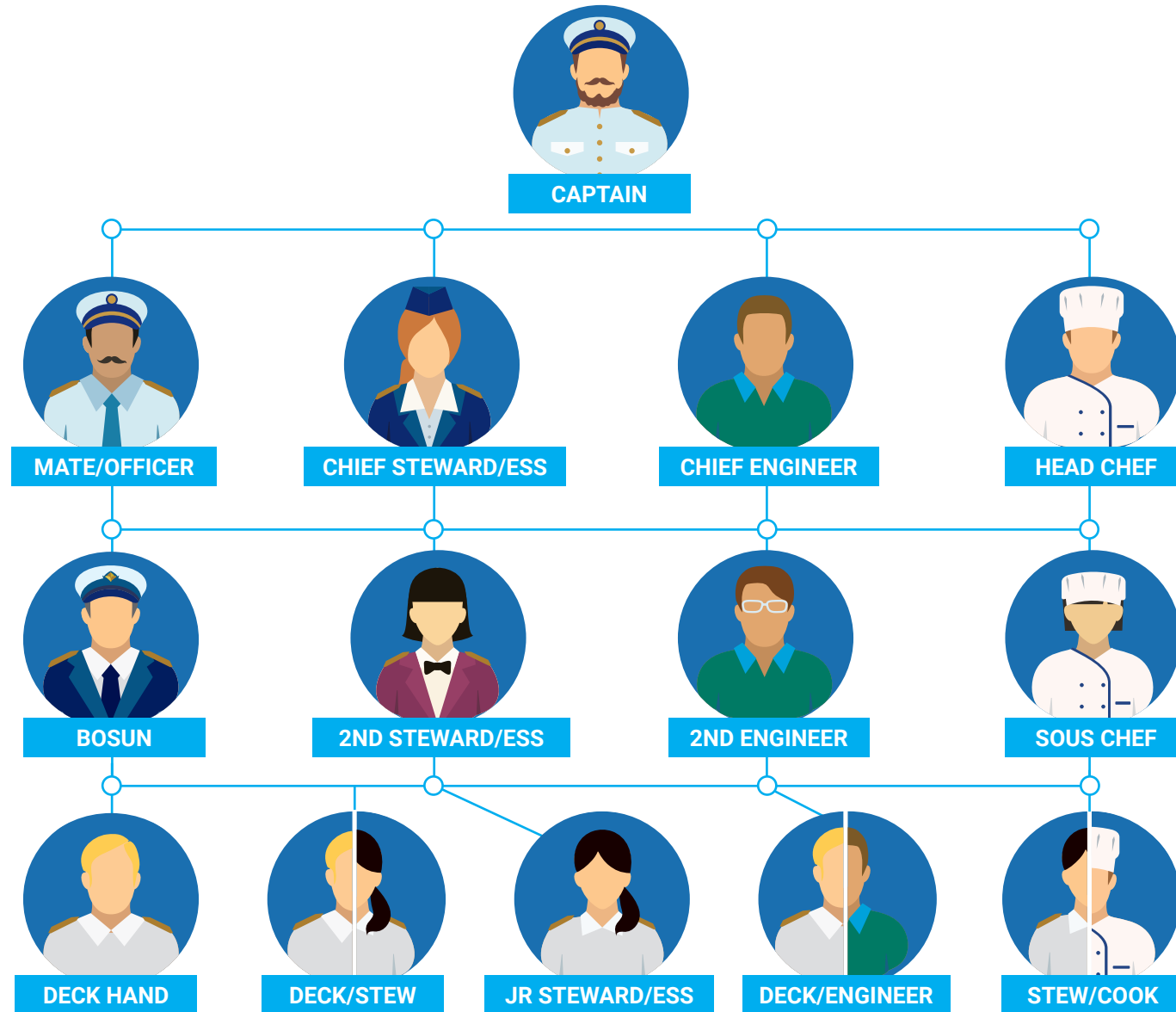
- Deck
- Engineering
- Galley
- Interior
- Specialist

On our website ([www.yotstpot.com](http://www.yotstpot.com)) you'll find a comprehensive list of the jobs within each area of the superyacht, together with a detailed job description, salary expectation and what kind of skills, training, specific tickets (EG: Silver Service for steward/ess) and qualifications you'll need for each of those posts.

To give you a flavour of how much goes on and how many highly skilled individuals there are onboard, over the page is a heirachy and a few role responsibilities.



# The Superyacht Hierarchy



## Deck



### CAPTAIN

- Safe navigation and operation of the yacht
- Has full responsibility of the vessel
- All department heads report to Captain
- Answerable to the owner
- Liaises directly with the owner, must meet expectations at all times
- Has final say on hiring and firing of crew members
- Project manages shipyard projects
- Budgeting and account issues.

#### *i* Salary Range

€4000 to €15000+ per month



### CHIEF OFFICER/FIRST MATE

- Second in command to the Captain
- Manage deck crew
- Assist with navigation, passage planning, bridge watches, gain drive time experience
- Oversee deck operations and maintenance programmes
- Maintain records of safety inspections and crew certifications
- Implement safety procedures onboard, carry out safety drills, setting watch schedules
- May also be designated medical officer or security person.

#### *i* Salary Range

€3500 to €9000 per month





### BOSUN

- Looks after deckhands
- Responsible for day-to-day duties
- Navigation, standing watch and maintenance experience
- Possess good leadership skills and give clear instruction.

#### Salary Range

€3500 to €5000 per month



### DECKHAND

- Maintain exterior of the deck to a pristine standard
- Could be working single handed or as part of a team
- Cleaning & maintenance of vessel exterior
- Tender driving, looking after water sports equipment
- Taking guests out water skiing, wake boarding, using jet skis
- Line handling and basic maintenance; painting, sanding and varnishing.

#### Salary Range

€2000 to €3000 per month



### DAYWORKER

- Temporary work assisting permanent crew
- Varied, could be detailing galley, engine room, cleaning cabins, assisting with laundry or wash down
- Could last one day, few weeks or a few months
- Opportunity to learn new skills, network with crew and build industry experience
- Can sometimes lead to permanent roles ... treat it like an interview!

#### Salary Range

€100 to €120 per day



### CHIEF ENGINEER

- Responsible for safe working order of every piece of machinery on board
- Safety of engine room operations
- Managing a team of engineers and ETO or Sole Engineer
- Day to day running of team, execute planned maintenance plus preventative maintenance
- Hands-on, extensive technical knowledge with necessary admin and paperwork thrown in
- Experienced working on yacht engines, generators, drive systems, water-makers, electrical systems, air conditioning units, servicing of tenders and jet skis
- Securing outside contractors, ordering parts in ports worldwide and project manage.

#### Salary Range

€4000 to €12000 per month



### 2nd ENGINEER

- Works closely with Chief Engineer and assists to ensure smooth running of engine room operations
- Teach 3rd/Junior Engineer skills and execute planned maintenance
- Technically minded with good working knowledge of all onboard systems, troubleshooting, repair and knowledge of vessel safety aspects.

#### Salary Range

€4000 to €9000+ per month

## Engineering





## ELECTRICAL TECHNICAL OFFICER (ETO)

- Normally on larger superyachts where there is a team of engineers
- Responsible for electrical equipment eg: GPS, navigational equipment, TVs, internet and computers.

### Salary Range

€4500 to €6000+ per month



## ENGINEER

- Day to day operational commands of engineering team
- Hands-on and experienced working on yacht engines, generators, drive systems, water-makers, electrical systems, air conditioning units, servicing of tenders and jet skis
- Delegate work and manage vessel paperwork.

### Salary Range

€3500 to €7000+ per month



## HEAD CHEF

- Responsible for meal planning, food preparation, knowledge of food safety and storage
- Provisioning all food items wherever the vessel is in the world
- Excellent understanding of nutrition, dietary requirements and ability to work within budget
- Management and leadership qualities
- Work well in a team, have creative flair and fantastic presentation skills.

### Salary Range

€4500 to €10000+ per month



## SOUS CHEF

- Assisting Head Chef with provisioning, maintaining stocks, inventories, cooking for crew
- While Head Chef focuses on guest's meals, assisting or responsible for an element of the meal under the keen eye of the Head Chef
- Responsible for detailing and maintaining galley cleanliness to a high-level.

### Salary Range

€4000 to €6000+ per month



## COOK/STEWARD(ESS)

- On smaller yachts or where crew have been downsized in winter, you might find yourself cooking and carrying out stewardess duties
- On a smaller yacht cooking for owner and guests and on larger yachts cooking for crew and assisting with interior duties.

### Salary Range

€2500 to €3500 per month

# Galley



# Interior



## PURSER

- Responsible for finance, crew management and admin on yachts over a certain size
- Overseeing yachts interior department and understanding other departments
- Overseeing purchasing, inventory, accounting, assisting Captain with PA and legal aspects.

*i* Salary Range

€4500 to €10000+ per month



## CHIEF STEWARD (ESS)

- Manages interior team, responsible for management and implementing interior maintenance and repairs
- Arranging rotas for service, housekeeping and project management
- Executing guest entertainment, themed nights and events, well versed in service, laundry and housekeeping procedures
- Liaising with guests regarding meal, drink and daily activities
- Provisioning for guests, responsible for protecting and caring for valuable items such as; artwork, marble, china and crystal
- Budgeting for the department, responsible for all interior inventories, crew uniform management and ordering
- Directing, motivating and training interior team.

*i* Salary Range

€4500 to €10000+ per month



## 2nd STEWARD (ESS)

- Working alongside Chief Stew to implement and execute work list with interior team
- Responsible for training Junior Stew's, prepared to work in place of Chief Stew in their absence.

*i* Salary Range

€3500 to €6500+ per month



## STEWARD (ESS)

- Cleaning, maintaining appearance and upkeep of interior of boat, guest and crew areas
- Guest turn-up, turndown service, laundry, ironing, stain removal and fabric care
- Food and beverage service, fine dining or silver service (depending on vessel), bar tending, barista, flower arranging and plant care
- Assisting Chief Stew; provisioning guest and crew items such as toiletries, towels and linens, logging inventory.

*i* Salary Range

€2000 to €3500 per month



## SPECIALIST

On smaller superyachts/vessels measuring up to 60 metres, you may be asked to take on two roles or a specialist ancillary role in addition to your main duties, so if you have an extra skill it will improve your employment chances. For example; are you a trained massage therapist, manicure or pedicure technician, electrician or florist? If so, then it will greatly improve your chances of securing an entry-level position.

For vessels over 60 metres you may find you are able to be specifically employed with your specialism. For example; a full time Dive Instructor, Carpenter or Beautician, although this is rare.

## SALARY GUIDELINES

Actual salary will depend on your skills, training, tickets (qualifications) and certification but to give you an idea of what level of salary to expect, dependent on the size of vessel you're employed by, take a look at the latest published salary guidelines on the next page.

# Salary Guidelines 2018 (in Euros)

|                                  | 25 - 30m      | 30 - 35m      | 35 - 40m      | 40 - 45m       | 45 - 50m       | 50 - 55m        | 55 - 60m        | 60 - 70m       | 70m+          |
|----------------------------------|---------------|---------------|---------------|----------------|----------------|-----------------|-----------------|----------------|---------------|
| <b>Captain</b>                   | 4,500 - 6,500 | 6,000 - 7,500 | 7,000 - 9,500 | 8,000 - 10,000 | 9,000 - 12,000 | 10,000 - 15,000 | 13,000 - 16,000 | 15,000         | 16,000        |
| <b>First Officer</b>             | 2,500 - 3,500 | 3,000 - 4,000 | 3,500 - 4,500 | 4,000 - 5,000  | 4,500 - 6,000  | 5,500 - 7,000   | 6,000 - 8,000   | 7,000+         | 7,000+        |
| <b>Bosun*</b>                    |               |               |               |                | 3,200 - 4,000  | 3,500 - 4,500   | 4,000+          | 4,500+         | 4,500+        |
| <b>Deckhand Experienced*</b>     | 2,500 - 3,500 | 2,500 - 3,500 | 2,500 - 3,500 | 2,500 - 3,500  | 2,800 - 3,500  | 2,800 - 3,500   | 2,800 - 4,000   | 2,800 - 4,000  | 3,000+        |
| <b>Junior Deckhand</b>           |               | 2,200 - 2,500 | 2,200 - 2,500 | 2,200 - 2,500  | 2,200 - 2,500  | 2,200 - 2,500   | 2,200 - 2,500   | 2,200 - 2,500  | 2,200 - 2,500 |
| <b>Chief Engineer*</b>           |               | 5,000 - 6,500 | 5,000 - 7,500 | 6,000 - 8,000  | 7,000 - 10,000 | 8,500 - 12,000  |                 |                |               |
| <b>Chief Engineer Rotation**</b> |               |               |               |                |                | 6,000 - 7,500   | 6,500 - 8,000   | 7,000 - 10,000 | 9,000+        |
| <b>2nd Engineer*</b>             |               |               |               |                | 4,500 - 6,000  | 5,000 - 6,500   | 6,000 - 7,000   | 6,000+         |               |
| <b>2nd Engineer Rotation**</b>   |               |               |               |                |                |                 |                 | 5,000+         | 5,500+        |
| <b>ETO</b>                       |               |               |               |                |                |                 |                 | 5,500+         | 5,500+        |
| <b>Purser</b>                    |               |               |               |                |                |                 |                 | 7,000+         | 8,000+        |
| <b>Chief Stew</b>                | 2,500 - 3,500 | 2,800 - 4,000 | 3,500 - 4,500 | 4,000 - 5,000  | 4,500 - 5,500  | 5,000 - 6,500   | 5,500 - 7,000   | 6,500+         | 7,000+        |
| <b>Experienced Stew</b>          |               | 2,500 - 3,500 | 2,500 - 3,500 | 2,500 - 3,500  | 2,800 - 3,500  | 3,000 - 4,000   | 3,000+          | 3,000+         | 3,000+        |
| <b>Junior Stew</b>               |               | 2,200 - 2,500 | 2,200 - 2,500 | 2,200 - 2,500  | 2,200 - 2,500  | 2,200 - 2,500   | 2,200 - 2,500   | 2,200 - 2,500  | 2,200 - 2,500 |
| <b>Chef</b>                      | 3,000 - 4,000 | 3,500 - 4,500 | 4,000 - 5,500 | 5,000 - 6,000  | 5,500 - 6,500  | 6,000 - 7,500   | 6,500 - 8,500   | 7,000+         | 8,000+        |
| <b>Sous Chef</b>                 |               |               |               |                |                |                 | 3,500 - 5,500   | 5,000+         | 5,000+        |

\* Dependant on required certificate

\*\* Based on time for time rotation and paid every month

**Please note:** These salary guidelines are based on the current yachting market as of January 2018. Actual salaries will always vary depending on a candidate's specific experience, training, certification, and additional skills – as well as a particular yacht's needs. This scale can be used as an example and guide to establishing appropriate salaries for experienced crew.

Source: Camper & Nicholson's ([www.camperandnicholsons.com](http://www.camperandnicholsons.com))



# Crew Profile

## NAME

Louise

## FIRST SUPERYACHT GIG

I got my first job on a yacht as Stewardess/Deckhand via Facebook. I was 23 and one of 5 crew, all Spanish except the Chief Stewardess.

## SUPERYACHTS

MY Kalunga II (30m), MY Amevi (80m), MY Harbour Moon (44m), MY Alibi (51m), MY Netanya 8 (58m), MY African Queen (38m)

## TIME IN SERVICE

7 years (promoted to Chief Stewardess after 3 years)

## WHY DID YOU LEAVE?

I had always planned to stop working on yachts at around 30 to start a family. Once I got married and we bought our dream house I didn't want to be at sea anymore and we recently had a baby.

## HIGH POINT?

I met my husband while working on the same yacht! I'm lucky to have visited so many beautiful places I would otherwise never have ventured to and had the pleasure of working alongside people from all over the world. I feel much more in tune with different cultures as a result of working in this industry.

## WHAT DO YOU WISH YOU'D KNOWN AS A NEWBIE?

Never take a job without a written contract. This is to protect you so that you know what your rights are. I left my first position after 4 months as I had not been paid and it was a struggle to get what I was owed. Thankfully things have changed since then and crew contracts are mandatory on commercial vessels.

## WHAT ADVICE WOULD YOU GIVE YOUR YOUNGER SELF?

It's always better to interview for a position in person if you can. That way you can meet your fellow crew, get a feel for the boat and see where you will be living. A job might sound great over the 'phone but once you get on board it can be a different story when you find out your cabin is the size of a cupboard! Ask questions and find out as much as you can before accepting a position to make sure that it is right for you.

Don't just take the first job you're offered. It's not all about the salary.

## TOP TIPS?

Save, save, save what you earn! I have seen so many crew members waste their money on big nights out and flashy clothes. Take advantage of the fact that you are earning tax-free income and that most costs are covered by the yacht i.e. food, medical, toiletries etc. Try and bank at least 50% of your salary each month and put it into a separate savings account so you're not tempted to spend it!





# *CHAPTER 2*

## *Understanding The Superyacht Circuit*





# The Circuits

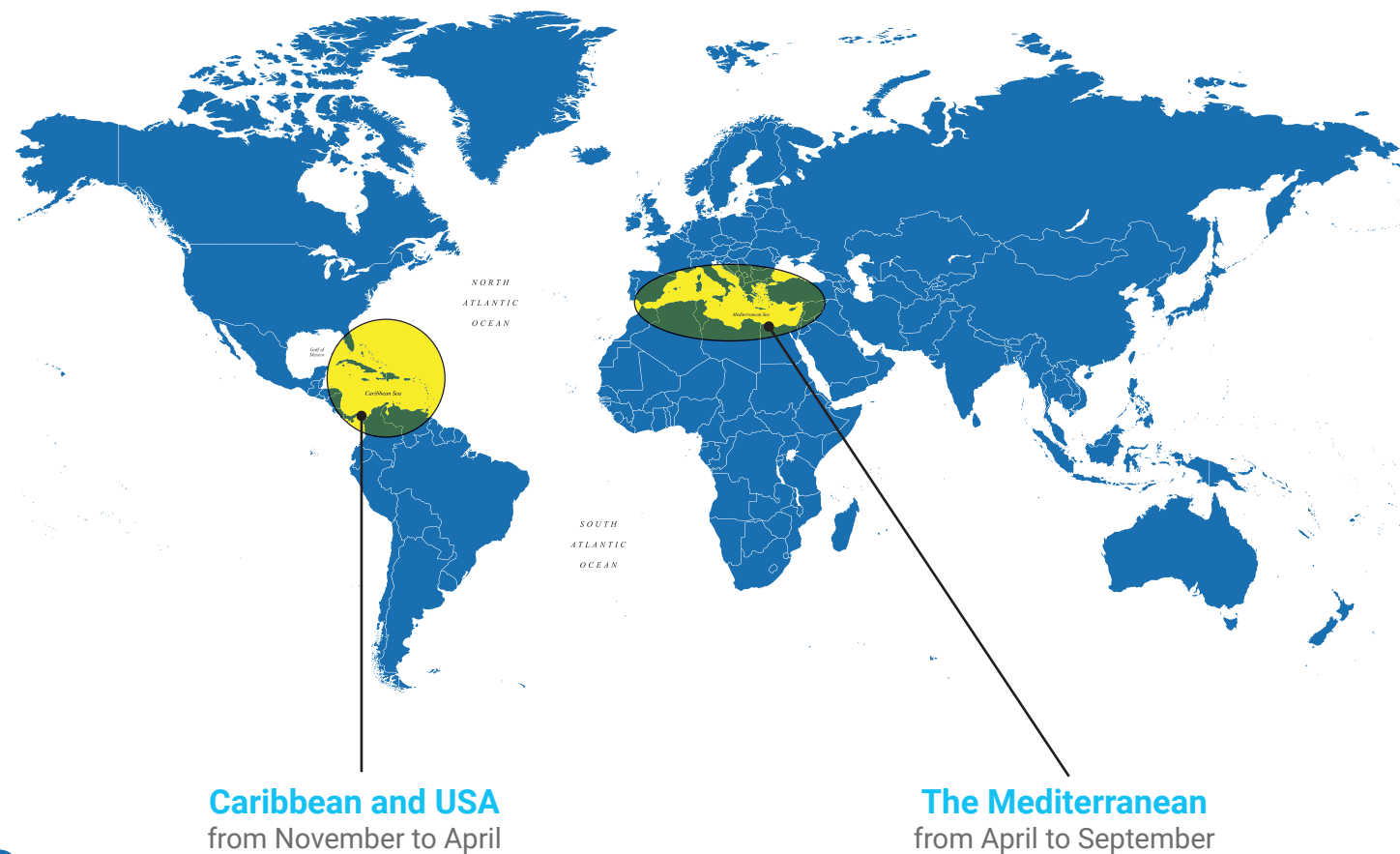
## When & Where?

If you're a "newbie/greenie" to the circuit, then brace yourself, competition can be fierce. But, if you're looking for adventure, the chance to see some of the most amazing places in the world and you're not afraid of hard work and embracing opportunities then it might be the best thing you ever did!

### Remember that competition i mentioned?

The best way to get ahead of it is to be informed, prepared and willing to go the extra mile when it comes to landing that perfect job. But before you put yourself out there, here's a little overview of how the industry works.

The Superyacht season typically splits into the following circuits:



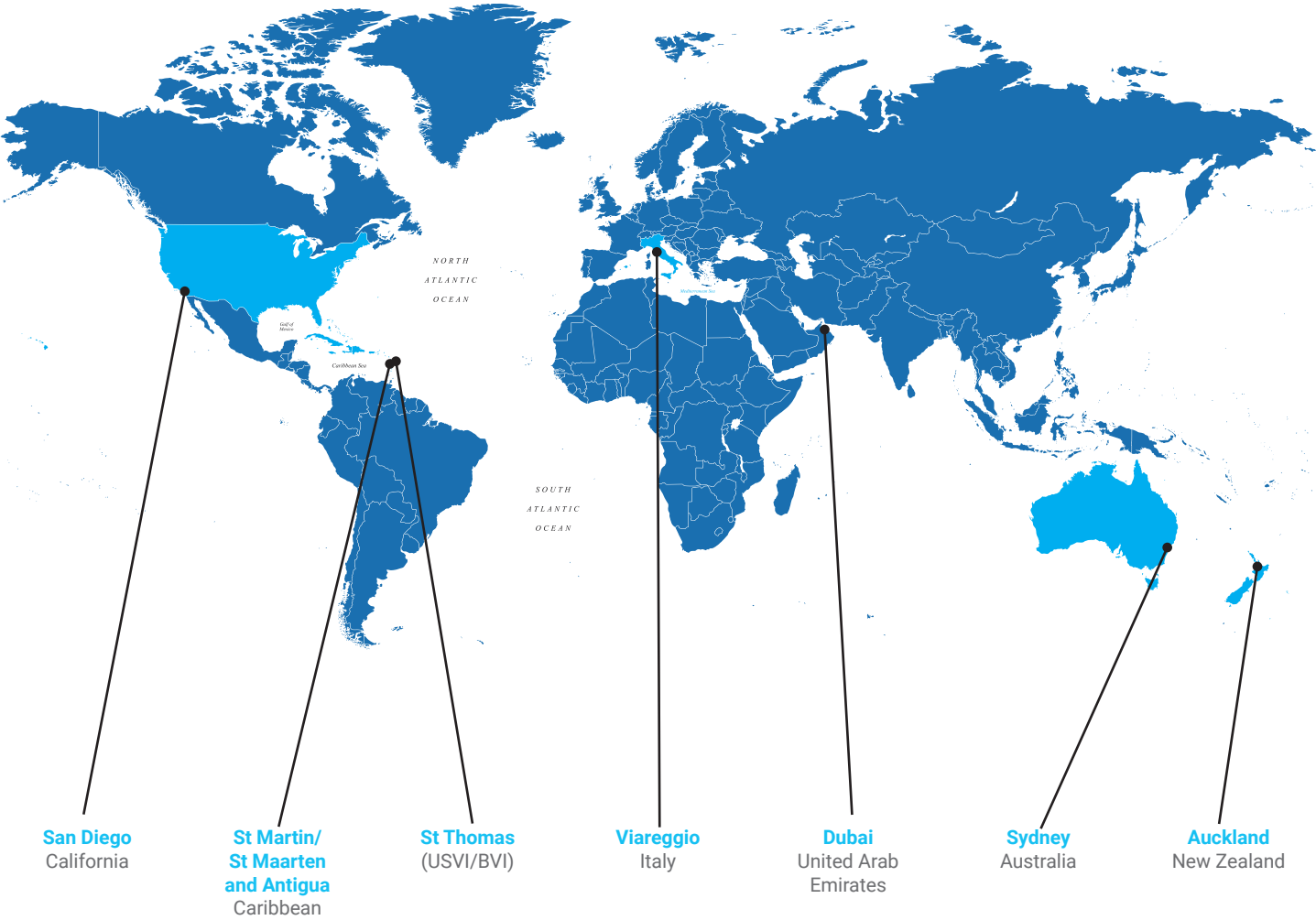
## Tier 1 Ports – The Best Ports

Entry-level friendly, these are the BEST hiring hubs for green crew:



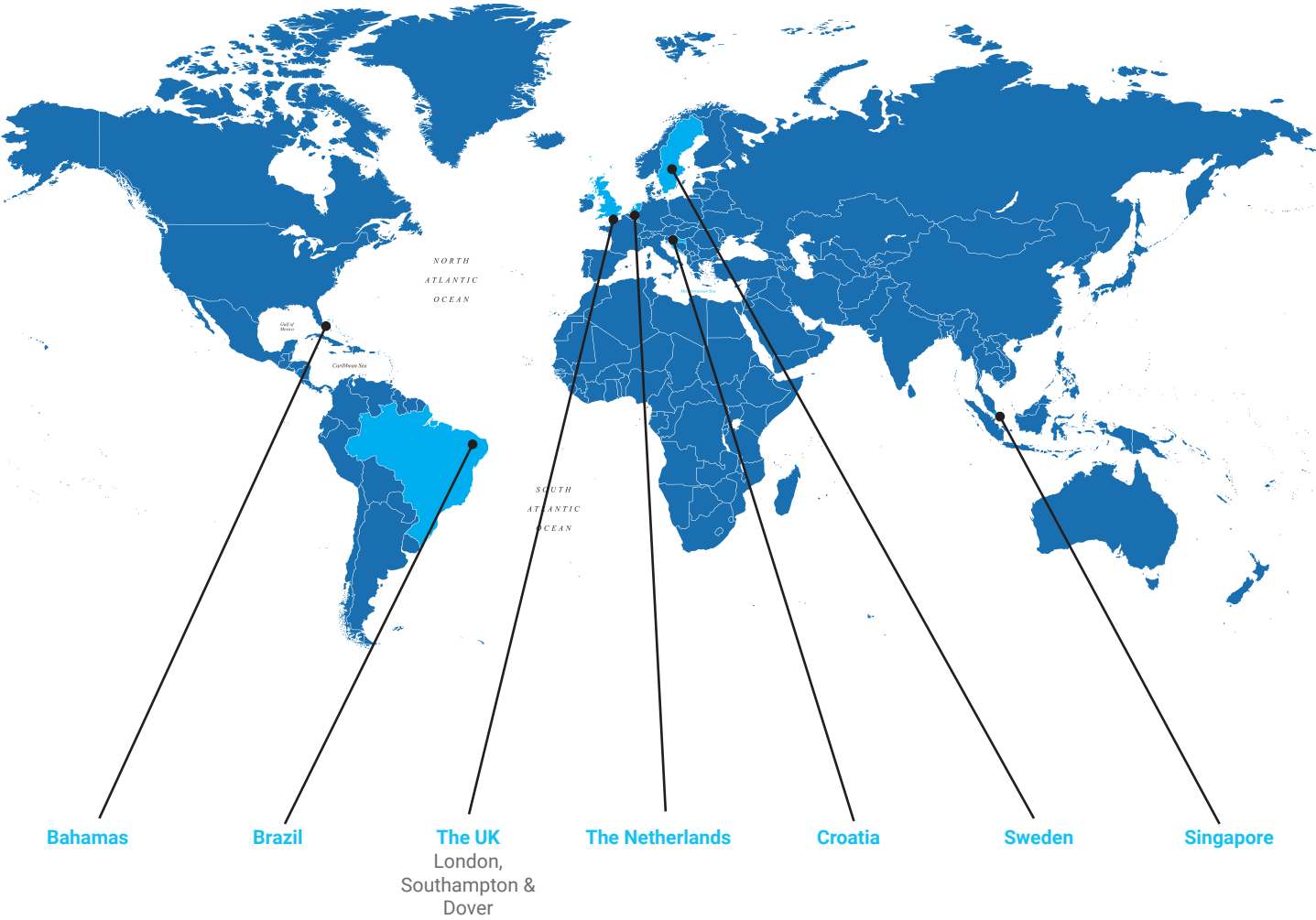
## Tier 2 Ports - Good Ports

Slightly more challenging for a yachting novice, but with time and patience, it's possible to find work:



## Tier 3 Ports - Ok Ports

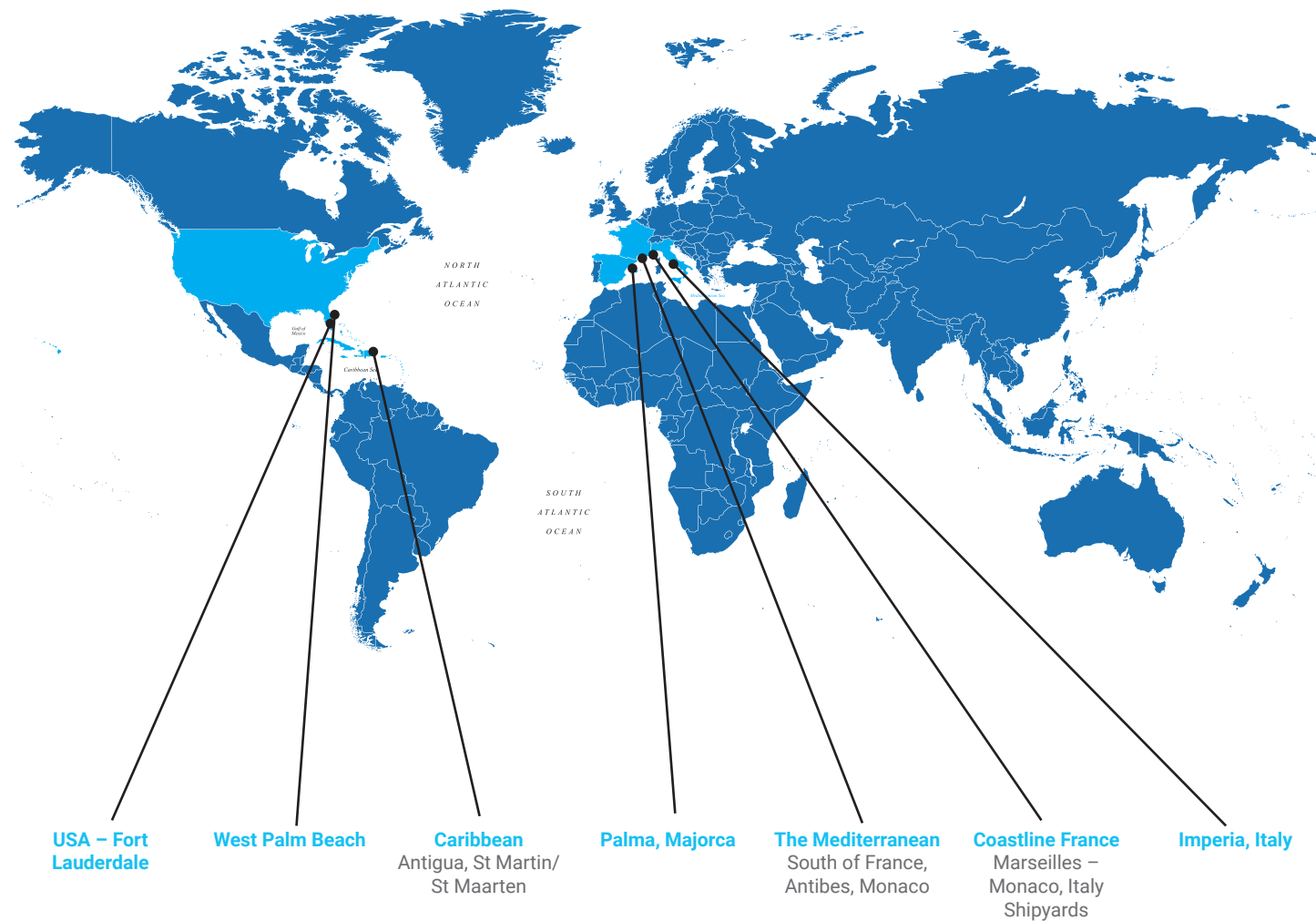
Although difficult ports for new crew to find work, if you can find day work to increase your yachting experience and build up your network of contacts:





# The Locations & Routes

## Typical Locations & Routes



## Main Marinas

### South of France & Monaco

- Port Vauban, Antibes
- Le Vieux, Cannes
- Port Hercule, Monaco

### Other French Marinas & Shipyards

- Vieux-Port, Marseilles
- STP, La Ciotat (shipyard)
- Vieux-Port, St Tropez
- Port de Mandelieu, La Napoule
- Port Pierre Canto, Cannes
- Vieux Port, Golfe Juan
- Port Gallice, Juan Les Pins
- Vieux-Port, Nice
- Port of Cap d'Ail, Monaco

### Italy

- Genoa, Italy
- Viareggio, Italy
- Livorno, Italy

### Spain

- Palma, Palma de Mallorca
- Barcelona, Spain
- Tarragona, Spain

### Caribbean

- English Harbour, Antigua
- Simpson Bay, Sint Maarten
- Gustavia, St Barths

### USA

- Fort Lauderdale, Florida
- West Palm, Florida
- Newport, Rhode Island



# Crew Profile

## NAME

Mel Thunderbolt

## CURRENT ROLE

Relief Engineer, Yacht Deliveries & Adventurer

## FIRST JOB ON SUPERYACHTS

Stewardess, although I was delivery crew for sailing yachts before I started working in the industry.

## AGE WHEN YOU GOT YOUR FIRST SUPERYACHT JOB?

23 years old

## TIME ON YACHTS

15 years on super yachts and 4 years prior to that doing ocean crossings on yacht deliveries.

## WHY DID YOU MOVE INTO DIFFERENT ROLE?

I preferred being outside on deck, so made the switch from stewardess to deck/stew, then went on to being captain of a 20m Sunseeker and then an engineer.

## HOW DID YOU MAKE THE SWITCH?

I loved being a captain and wanted to be the safest captain I could be and realised to do that I needed to know more about the engine room, so I took a step back to be mate/engineer for a year. I found I loved fixing things and wanted to learn more – I had found my passion! Having done all my sea time and Officer of the Watch modules to progress as captain, I did a 180 degree turn and began studying to be an engineer.

## ANY HIGH POINTS?

Lots! Beautiful anchorages; cruising under a full moon. Solving all sorts of problems onboard and constantly learning new things!

## BEST MEMORY?

When I was a Captain, I had Jenson Button, Lewis Hamilton and their families onboard while at the Monaco Grand Prix. They were a fun bunch of guests.

## WHAT DO YOU LOVE ABOUT YOUR JOB?

I like balance so between engineering contracts and deliveries I go on adventures. I recently spent two months camping in Antarctica and previously sailed down the Pacific Ocean looking for sunken treasure.

## WHAT DO YOU WISH YOU'D KNOWN AS A NEWBIE?

Trusted my instincts! If the set-up or job sounds strange or you don't feel comfortable, investigate further before jumping in just to secure work. I wish I'd started saving sooner and got good financial advice. Those first few seasons can be overwhelming, it's so easy to spend money without thinking.

## MEL'S TOP TIPS

Stay out of the newbie bar/party scene – everyone's watching. Your next job opportunity could be sitting right next to you! When you get your first job, keep your head down and work, no complaints, no drama. Try to stay with your first yacht job for at least one season – chopping and changing jobs doesn't look good on a C.V.

Follow Mel's adventures: Facebook: melthunderbolt Instagram: melthunderbolt Email: hello@melthunderbolt.com





# CHAPTER 3

## *Finding Your Superyacht Gig*





## How?

There are various ways of finding work, via recruitment agencies worldwide, crew management companies, crew houses, walking the docks and of course our very own Yotspot online jobs board.

As with any job it's not just about experience, aptitude and a positive can-do approach but also who you know, being in the right place at the right time and getting yourself in front of the right people.

Yachts looking for crew are serious about finding the best crew, so guys and girls with experience inevitably have the upper hand, which means if you're a newbie it can be tricky



## Yotspot

Don't lose heart though, the Yotspot online jobs board has been developed to make it as simple as possible to create your very own online profile, find out about training and latest courses as well as apply for hundreds of jobs advertised at any one time.

And because we've made it super easy for crew Employers, Management Companies and Recruitment Agencies to advertise jobs, you'll find up to date opportunities across all areas of the industry, from Captains to Commis Chefs and everything in between.

There's a lot of competition out there though, so if you're unsuccessful applying for a particular role, the Yotspot team are on hand to help improve your chances next time round. We'll send you tips on how to improve your online profile, get access to the latest training courses, check out your career path and give you access to Career Concierge who'll talk you through how to improve your CV.

### Getting Started

Once you've created your Yotspot profile, we will create a digital CV for you, making it easy for employers to peruse and easy for you to apply for jobs. You can attach any qualifications you've achieved so you have a log of all your relevant certificates and achievements in one place. Employers reviewing your profile will also be able to check out, at a glance, whether you've got the right qualifications for the post.

Depending on your current position, Yotspot works out which is the next training course or qualification you need to get you on the next rung of your yacht career ladder, your own individual career path.

Look down the left-hand side. It will indicate a green traffic light so you can see, at a glance, which qualifications you've done, where you are and what's next.



## Yotspot Training

### % Match

Once you've completed your profile, you can apply for jobs. When applying for jobs, we rank crew in order of percentage match to the requirements of the job specification. The better your profile match to the job requirement, the better your percentage.

On the face of it, you might think you're a 100% match but if it's come back lower, it's probably because the employer has built in other requirements behind the scenes. For example; location, start date, availability, qualifications, skills and experience all play a role.

### Yotspot - My Courses

Once you've logged on, go to **TRAINING** page and you'll see **MY COURSES**. This is the latest list of courses running in your particular country (over the next month) and related to your career development and particular area of the yacht.

When you've found the relevant training course, you can find out where and when they start, how much they cost, duration of course and even book it online, there and then.

All other courses can be found [here](#).

### Yotspot - My Career

This is where you'll find your particular road map of courses you've taken, where you currently are and what courses and modules are next, according to which area of the yacht you'd like to progress into. Careers are split into the following 5 areas:

- Galley
- Interior
- Deck
- Engineering
- Specialist (Dive Instructor, Race Crew, Helicopter Pilot, Hairdresser, Nanny, Florist etc)

Yotspot not only highlights (with a green traffic light) your latest qualification and what's required next for career progression in the current department you're working in but also tells you which course to do next if you're looking to switch, from say Galley to Interior.

We'll tell you where you are, what you need to do next and also what you don't!

**For example:** if you're in the Galley and your next qualification is the Ship's Cook Certificate, we'll advise if you don't need to complete it, say if you already hold the Award Food Safety in Catering, Award Supervising Food Safety in Catering or Managing Food Safety in Catering.



## Login To Your Yotspot Platinum Account

To improve your superyacht employment prospects even further, make the most of our exclusive deals, discounts and an enhanced crew profile experience for a year:

- Add an introductory video to your crew profile - [Create Now](#)
- 5% off **All Book Now** training courses available - [Search Now](#)
- 35% off Nautilus membership, international trades union and professional association protecting rights of seafarers round the world - [See More](#)
- Complimentary Crew Privilege membership card (worth EURO50) with exclusive deals and discounts [Search Discounts Now](#)
- 15% off crew coaching services with Career Concierge - [See More](#)



## Facebook Groups

There are a few great yachting communities on Facebook, so have a look around.

If you search “Yacht Crew” and “Yacht Jobs” for every major port and then take a look at “Super & Mega Yacht Jobs” and our very own “Yotspot – Yachting Opportunities & Training”.

Check out what jobs are being posted and see how others respond before diving in.

The **Facebook Local App** is also great for highlighting local events and social gatherings nearby, check out the latest BBQ’s, pub meet ups and social networking groups. Get out there and meet the guys and girls actually working on superyachts, the more people you meet in the industry, the better your chances of landing that perfect job. Then, when a position comes up or someone moves on, you’ll be in the front of their mind.



## Crew Agencies

You’ll see there are a few crew placement or recruitment agencies listed on Yotspot, who advertise crew positions daily, together with job description, salary guideline and a link to the jobs page.

Once you’ve created your Yotspot online profile and checked out the latest crew jobs posted, why not visit the crew agents themselves?

Crew Agencies and Crew Management Companies are the gatekeepers for jobs onboard super and mega yachts, anything from Engineers to Chefs. Many of them have offices conveniently positioned in the heart of yachting districts where you can go and meet agents, chat about the latest opportunities, careers and talk through the interview process before submitting your CV for particular roles. They are the people who will match you up with roles and arrange your job interviews so it’s important to make a good impression.

Crew Management Companies are responsible for the staffing of vessels under a crew management contract, including sourcing, recruiting, selection and ongoing management of seafarers in varying roles onboard, either for offshore or charter contracts.

### Be Prepared

When visiting Crew Agencies, make sure you take the latest copy of your CV and dress the part. Neat appearance and smart attire will help enormously and above all smile! The interviewer will want to know if you can actually do the job you’re applying for, which tickets (qualifications) you hold, including certificate evidence and will want to gauge your knowledge of the industry, how well you are likely to cope living and working with other crew 24/7 and how you cope under pressure or working as part of a team?

**Show willing, be positive and demonstrate your “can-do” attitude. You’ve got this!**



## Networking

We've touched on social networking, not just virtually online, but real-life face to face interaction! This really is a great way to make contacts already working on superyachts, get your name out there and make sure you're remembered (for the right reasons!) when that perfect vacancy comes up.

Raise your profile amongst crew already working on yachts. Find out about crew networking events (Triton events in Fort Lauderdale), Dockwalk events <http://www.dockwalk.com/Essentials/Events/Default.aspx>) crew agency mixers and boat shows. Even better, get some business cards printed and don't be afraid to hand them out.



## Yachting Pubs & Bars

There are some great yachting pubs and bars right in the heart of the yachting community, so grab your business cards, put a smile on your face and get yourself down there.



### Antibes, France

Blue Lady Pub, Rue Lacan, 06600 Antibes, France

<http://blueladypub.com/>

The Hop Store, 38 Boulevard d'Aguillon, 06600 Antibes, France

Drinkers Club, 12 Rue Aubernon, 06600 Antibes, France

Absinthe Bar, 25 Cours Masséna, 06600 Antibes, France

Le Happy Face, 13 Rue Aubernon, 06600 Antibes, France



### Palma De Mallorca, Spain

Corner Bar, Palma, Plaça de la Drassana, 9, 07012 Palma, Illes Balears, Spain

[www.cornerbarpalma.com/](http://www.cornerbarpalma.com/)

Agua Bar, Carrer de Jaume Ferrer, 6, 07012 Palma, Illes Balears, Spain

<http://www.aguabar.com/>

Café la Lonja, Carrer de la Llotja, 2, 07012 Palma, Illes Balears, Spain

<http://cafelalonja.es/>

Hogans Live Music, Sports Bar & Restaurant, Carrer de Monsenyor Palmer, 2, 07014 Palma, Illes Balears, Spain

<http://hoganspalma.com/>

Jazz Voyeur Club, Carrer dels Apuntadors, 5, 07012 Palma, Illes Balears, Spain

<https://www.jazzvoyeurclub.com/>



### Fort Lauderdale, USA

Tap42, 1411 S Andrews Ave, Fort Lauderdale, FL 33316, USA

[www.tap42.com/](http://www.tap42.com/)

Elbo Room, 241 S Fort Lauderdale Beach Blvd, Fort Lauderdale, FL 33316, USA

[www.elboroom.com/](http://www.elboroom.com/)

Waxys Irish Pub, 1095 SE 17th St, Fort Lauderdale, FL 33316, USA

[www.waxyspub.com/](http://www.waxyspub.com/)

McSorley's Beach Pub, 837 N Fort Lauderdale Beach Blvd, Fort Lauderdale, FL 33304, USA

<http://mcsorleysftl.com/>

Rock Bar, 219 S Fort Lauderdale Beach Blvd, Fort Lauderdale, FL 33316, USA

[www.itsbetteronthebeach.com/](http://www.itsbetteronthebeach.com/)





## Crew Houses

### The Reality

For yacht crew searching for work or waiting for training, living in a crew house can be a great introduction to what life will be like working and living with people from all over the world and a great way to build your network of contacts.

Just remember though, you're one of many looking for work, some crew will be waiting longer for contracts to start, so spaces in crew houses can be limited. The standard of accommodation and cleanliness can vary hugely too, so if it looks like a low-budget option, there may be a reason for it.

### Your Options

For improved living standards, crew often look further afield than the "traditional crew houses" and club together so they can find better value for money accommodation; like a house, apartment or camper van rental or simply camping out of town. Alternatively, if you've got savings or a contract already in place you might want to consider the comfort and convenience of a hotel.

The one thing we do recommend before arriving in port, is pre-book your accommodation for a few days, don't get locked into a long-term accommodation commitment. Give yourself time to find your feet and check out your surroundings.

**Things change, you'll meet people, so keep your options open. It's about finding work, so as long as you stay focused, positive and open to networking, opportunities will follow. You never know who will become a friend or useful contact.**

### Remember ... Be Smart, Be Safe

- Use your head!
- Make sure you've got good people around you!
- Never meet a stranger alone at night for the first time!
- Stay safe at all times!



### Antibes, France

1. The Crew House  
1 Avenue Saint-Roch, 06600 Antibes, France
2. Crew Grapevine  
16 Rue de la Baume, 06600 Antibes, France
3. Debbie's Crew House  
65 Boulevard Beau Rivage Prolongé, 06600 Antibes, France

[www.thecrewhouse.fr/](http://www.thecrewhouse.fr/)

[www.crewgrapevine.com/](http://www.crewgrapevine.com/)

[www.debbiecrewhouse.com/](http://www.debbiecrewhouse.com/)



### Palma De Mallorca, Spain

Accommodation Palma  
Cotoner 31-A (Sta Catalina) Palma de Mallorca, Spain 07013

[www.accommodationpalma.com](http://www.accommodationpalma.com)

Hostel Apuntadores  
Calle Apuntadores, 8 Palma de Mallorca, Spain 07012

[www.palma-hostales.com](http://www.palma-hostales.com)

The Boat House  
Plaza san Antonio, 4, Palma de Mallorca, Spain

[www.theboathousepalma.com/about.html](http://www.theboathousepalma.com/about.html)



### Ft Lauderdale, USA

Mary's Crew House  
816 SE 12th St, Fort Lauderdale, FL 33316, USA

<http://maryscrewhouse.com/>

Martha Crew House  
600 sw 12th st, Fort Lauderdale, FL 33315, USA

Neptune Group Yachting  
1003 SE 17th St #200, Fort Lauderdale, FL 33316, USA

<https://www.ngyi.com/>



## Training Classmates

Not only in the early days but as you work your way up the superyacht crew ladder there will be many opportunities to improve your skillset, personal development and sign up for the next training course, whichever area of the superyacht you're working in.

For 'newbies' getting your **Standards of Training, Certification and Watchkeeping (STCW)** is the pre-requisite for working on yachts (created by the International Maritime Organisation in 1978, amended in '95) introduced to set minimum international training standards for professional mariners.

Because this license needs to be updated every 5 years, chances are people in class are already working on a yacht. So, use class as another opportunity to network, be friendly, demonstrate your commitment to self-improvement and politely ask if they need any help/day work on their boat.



## Dockwalking (Walking The Docks)

For many new to superyachts, the dockwalk can be a great way in, but it does take a bit of commitment on your part. You may need to relocate and find yourself some affordable accommodation near to your port of choice before you start the dock walk. It entails actually going to the ports and walking the pontoons, approaching individual yachts and asking about vacancies.

Get yourself smartened up, crew typically wear polo shirt and chino shorts so look the part. Make sure you're smart, clean shaven, hair tied back, print off some CV's and get walking the docks and pontoons. And go early morning, when deck crew are undertaking their daily tasks.

Either approach the passerelle or boat gangway of each yacht, smile and ask if your CV could be passed to the Captain, Chief Officer or Chief Steward/ess and move onto next boat.

Security and access to the docks depends on which country you're in, for example restrictions are limited in France, however security in Palma, Mallorca is much tighter, so you'll need to know someone or get a personal invitation in front of the Captain. In the United States you'll need a valid Visa B1/B2 otherwise your presence may be illegal.



### PRO'S

- **TIMING** – get your timing right and you could be first in line when a job comes up
- **AVAILABILITY** – you're already in pole position for interviews
- **RECCE** – check out the yachts and work out which you're most suited to, IE: sizewise and number of crew etc
- **NETWORKING** – meeting fellow dockwalkers is a great networking opportunity



### CON'S

- **COURAGE** – it can be daunting walking up to strangers to ask for work (but when you've done it a few times you'll get the hang of it!)
- **THE NO's** - knock backs can be tough to take, but perseverance is key
- **ACCESSIBILITY** - some marinas are tighter on security so inaccessible to the general public
- **IT COSTS** – it can be a financial strain waiting for the right job, how do you know when to stop?





# Crew Profile

## NAME

Stuart

## QUOTE

"If the Chef's happy, everyone's happy!"

## POSITION

Head Chef

## LENGTH OF SUPERYACHT SERVICE

20 years

## BACKGROUND

Hotel chef in the South East of England

## FIRST JOB ON SUPERYACHTS

Day work, washing the decks, painting, cleaning tenders, climbing masts etc.

## LUCKY BREAK

"We got paid for day work in wages and lunch, on one particular yacht the stewardess was the cook, I offered to step in and help."

## HIGH POINT

"Seeing the most amazing sights, I remember one evening as we were approaching Egypt, up on deck and we looked down to see the silhouettes of fish as they moved out of the way, lit up by phosphorus in the sea, utterly magical."

## TOP TIPS?

"This is an industry like no other, you're employed by individuals who enjoy extreme wealth, so the minute you start to believe you are part of it, it's time to self-check. It's a big no-no if you're found wearing the same watch or the same glasses as the boss or his wife!"

"Listen to your First Mate and soak up as much as you can from your Captain, they lead the way, they're the ones with the experience, oh and make friends with the Chef, remember he or she is feeding you after all!"

"Be polite, friendly and well presented. Good manners go a long way. And finally, if you can master confidence without the ego then all the better!"





# CHAPTER 4

*Now To Land  
That Job!*





# What To Pack?

## When it comes to packing, don't think minimal, think micro-minimal!

Just because you've landed a job on a large vessel doesn't mean you'll have plenty of space for all your worldly goods! Once you're on board you could end up with anything from the smallest bunk and a shelf, sharing a shower/loo cubicle with someone you've never met before to your very own cabin. The former being the most likely, so please get into the mindset of 'essentials only'!

## Your Packing Guide:



### LUGGAGE/BAG:

- Collapsible bag or duffel
- Small backpack or tote to carry items to class or daywork



### TOILETRIES:

\* Most yachts provide basic toiletries, so just pack enough to tide you through your job search.

- Travel shampoo/conditioner
- Razor & shaving cream
- Deodorant & sunscreen
- Travel body-wash & facewash
- Toothbrush & toothpaste
- Minimum make up



### ELECTRONICS:

- Laptop
- Unlocked mobile (for SIM cards)
- USB or hard drive (documents/movies)
- Global adaptor plug



### CASUAL CLOTHES:

- T shirts, shorts, dresses, skirts
- Loungewear for hanging out
- Swimsuit & sarong/towel
- Flip flops & sneakers (optional)
- Sunglasses & waterproof watch (optional)



### JOB HUNTING CLOTHES:

- White polo & khaki shorts
- Boat shoes/loafers
- Ladies interview – nice skirts, blouse dress, nice shoes
- Gents interview – shorts/slacks, button down shirt, proper shoes
- Daywork clothes – old t-shirts and shorts you don't mind getting ruined



### MISC:

- Medication
- Specialty items you won't find elsewhere
- Personal items you can't live without



### DOCUMENTS:

- Passport & relevant visas
- Return flight itinerary
- Driving License (international)
- Relevant certificates (PADI, ENG1, STCW, etc.)

# Get Your CV & Visas Sorted

Once you upload your CV onto your Yotspot profile, we will automatically create a digital CV for you, making it easy for employers to review suitable candidates and easy for you to apply for jobs.

There's a knack for putting together your "Yacht CV", remember it's different from a "Land CV"! If you want your CV to stand out, keep it short, sweet and to the point!

1. **HEADSHOT**  
Look the part, wear a polo shirt, tie your hair up/tidy and smile! Make sure it's a clear photo with good lighting and ideally in situ on a boat/marina. No selfies, sunglasses, hats or props!
2. **PERSONAL INFO**  
Full name, email address, telephone number (include country code), Skype name (optional)
3. **BIRTH DATE**
4. **NATIONALITY**  
Some yachts have restrictions on which nationalities they are legally allowed to hire
5. **LANGUAGES SPOKEN**
6. **PASSPORTS/VISAS**  
List current Passports and/or Visas you hold
7. **INDICATE VISIBLE TATTOOS/SMOKER**  
Yes or No
8. **EDUCATION**
9. **ABOUT**  
Indicate the role you're after ie: stewardess, chef, deckhand etc and why you're an asset to the team, not just how great you think you are! Employers want to hear; relevant skills, experience and/or unique background etc. Max 1 -2 sentences.
10. **SKILLS & CERTIFICATES**  
List maritime certificates and skills relevant to the post EG: STCW and ENG1 (min. requirement), security training, boating licenses, silver service, food safety, ship's cook, Yacht Master, PADI/diving etc.
11. **EXPERIENCE**  
Yachting experience is crucial so include any day work if that's all you've had, with most recent position at the top. Include yacht brand, name and size, dates of employment and duties. Only include land-based experience if it's relevant to the position.
12. **REFERENCES**  
Include reference contact details from any daywork or from a previous yacht include Captain's name, yacht name, email and phone number. If land-based references, make sure they're relevant.



## Visas

Make sure you've got the correct visa, or it could cost you your job! Visas depend on your nationality and where you are traveling. Certain countries have specific visa requirements, but here are the 2 main visas yachties encounter:

### Non-Americans Travelling to The USA B1/B2 Visa

Essential for non-American, non-immigration superyacht crew either wishing to work on a luxury US flagged yacht and/or on a yacht entering US waters.

B1 Visa = Visitor for Business

B2 Visa = Visitor for Pleasure

For more information please visit the U.S. Department of State, Bureau of Consular Affairs <https://www.usembassy.gov>



### Non-EU Crew Travelling To The Schengen Zone - Schengen Visa

The 26 European countries that make up The Schengen Zone allowing for free travel within it, include: Austria, Belgium, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, and Switzerland.

If you're a citizen from outside the Schengen Zone looking for work on a yacht in Europe, you will need a Schengen Visa from the embassy of the country you will be FIRST visiting eg: France if you're based in Antibes.

US citizens don't require a Schengen Visa prior to arrival. The most common Schengen Visa is category "C", valid for a maximum of 90 days, for every six month period starting from the date of entry. For more information and to check if you need a Schengen Visa visit <https://www.schengenvisainfo.com/who-needs-schengen-visa/>



For entry-level positions onboard a yacht:

## STCW (Standards of Training, Certification and Watchkeeping for Seafarers)

The basic seafaring qualification you must have in order to get a job onboard a yacht. Renewable every 5 years.

- **MODULES** – Personal Safety, Fire Fighting & Prevention, Basic First Aid, Personal Survival Techniques, Proficiency in Security Awareness (PSA)
- **LENGTH** – approx. 1 week
- **COST** – approx. \$1K

## ENG1 – Your Medical

A simple medical examination to make sure you're able to function at sea. Includes eye exam, height, weight, hearing, colour blindness etc.

## PDSD – Proficiency in Delegated Security Duties

Security training many yachts require in addition to the PSA you'll already have covered in your STCW. Required if you have designated duties under the ship security plan, although not compulsory, it will help your chances if you're new to the superyacht industry.

## OPTIONAL COURSES

Additional courses will help improve your employment chances. The courses available will vary according to which department of the superyacht you're working in, for example:

- **Interior specialist courses** can cover silver service, housekeeping, basic wine and bartending
- **Deck department - Powerboat Level 2** and **Yacht Master** are helpful for deck crew
- **Gallery department** – Culinary training in various cuisines, pastry, chocolate
- **Engineering dept** – MCA Approved Engine Course (AEC) for aspiring engineers



## PREPARE

Do your homework. Check out the yacht you're being interviewed for? Ask around if anyone knows the yacht or crew? How many crew onboard? Is it charter or private? If charter, how many weeks? What's the crew turnover rate? What will be your responsibilities, start date, salary, package, benefits etc?

## DRESS TO IMPRESS

Look the part of a professional yacht crew member.

## FOLLOW-UP

Send a follow up email or text thanking your interviewer for their time, follow up 3-4 days later but do not badger the Captain.

## SMILE

Be calm, positive and demonstrate a "can-do" attitude.

## PATIENCE

Remember you might not get your perfect job straight away. Be patient, use every interview and experience as a learning experience, even seasoned yachties find it difficult to find the right job sometimes.

## What to watch out for before joining any vessel and what to ask:

- Is it a private or charter vessel?
- How many crew sharing cabins in the crew quarters?
- Is the vessel seaworthy?
- Is there vessel insurance?
- Does the vessel come under the SEA (Seafarers Employment Agency)?
- Does the vessel comply with the principles of the MLC 2006 [link](#)





# Crew Profile

## NAME

Tim

## COMPANY

Quay Crew

## FIRST JOB ON SUPERYACHTS

Working as a deckhand on a 35m classic Feadship. I was the only crew member sleeping on the yacht, so it was challenging but I learnt a lot before going to a good 50m.

## LENGTH OF SUPERYACHT SERVICE

2 years.

## WHY QUAY CREW?

My business partner and I had both been on the receiving end of very average crew agencies when we were in the industry so knew how many operated. Caroline had also recruited a lot of crew as a Chief Stew.

## WHAT MAKES QUAY CREW DIFFERENT?

We religiously verbally reference check.

## WHAT DO YOUR CLIENTS SAY?

We consistently receive great feedback, generally about the quality of the crew we send or how we make client's life easier by doing a lot of the due diligence for them.

## LUCKY BREAK?

I got work on a 50m because a friend introduced me to his good friend, the Captain. Definitely a case of "who you know, not what you know." I knew very little.

## HIGH POINT?

My time on MY Leander. We had a great crew, many of whom I'm still in contact with. We had some fantastic charter guests, a great owner and were very well looked after. It was an amazing time!

## WHAT DO YOU WISH YOU'D KNOWN WHEN YOU STARTED OUT?

This industry offers incredible opportunities to those who often have very little knowledge when they enter. I spent far too much time concentrating on nights out and being hungover. I had a great time and have some amazing memories, but I wish I'd been more focused on my career / saving money. I didn't get as much out of yachting as I could have because my priorities were wrong.

## ADVICE FOR YOUR YOUNGER SELF?

Be mature. Make sure you're working towards some long-term goals, not just the short term ones.

For more information about Quay Crew please visit <https://quaycrew.com>





# *CHAPTER 5*

## *Congratulations, You Got The Job!*





# Next Steps

Now you've landed the job, you will need your Seafarers' Employment Agreement (SEA) to make sure the yacht you are joining is MLC Compliant.

It is important to note that private yachts are not covered under MLC because they are not "commercial" yachts (yachts available for charter). If joining a commercial yacht (yachts available for charter), crew must make sure the yacht is MLC compliant.

## IMPORTANT!

*Please, please, please make sure you get a copy of your S.E.A. BEFORE you join the yacht.*

## Seafarers' Employment Agreement (SEA)

A Seafarers' Employment Agreement outlines seafarers' rights in an employment contract. Every yacht has a flag at the stern (back) which shows the country from which it's registered (flag state), and whose employment laws it must abide.

For example; if you believe you have been dismissed or treated unfairly, or your SEA has been breached you would have to approach the flag state to confirm MLC legislation and entitlements.

It is vital that you don't join a yacht without a SEA for your own protection.

When you get a position onboard a super yacht you should be supplied with and asked to read and sign a Seafarers' Employment Agreement (SEA).

Seafarers should always get a copy of their SEA **before joining a yacht**.

Here's a checklist we use to make sure your SEA is compliant with the Maritime Labour Convention (MLC) [link](#)

## Yotspot Check List for Seafarers' Employment Agreements (SEA)

| Does your SEA state the following?   | No | Yes |
|--|----|-----|
| Seafarers' details: Full name, date of birth or age, and birthplace?   |    |     |
| The ship owner's name and address?   |    |     |
| Start date of the employment agreement and the place when it was entered into?   |    |     |
| The capacity in which the seafarer is to be employed?  |    |     |
| The amount of the seafarers' wages or, where applicable, the formula used to calculate the wages?  |    |     |
| The amount of paid annual leave or, where applicable, the formula used to calculate it?  |    |     |
| Termination conditions of the agreement including specifying any required minimum notice period (not to be less than 7 days)?                                      |    |     |
| The health and social security protection benefits, to be provided to the seafarer by the ship owner?  |    |     |
| The seafarers' entitlement to repatriation?  |    |     |
| Reference to any relevant collective bargaining agreement, if applicable?  |    |     |
| The appropriate number of hours of work expected in return for the pay and any additional allowances and their circumstances in addition to the consolidated wage? |    |     |



# Marine Guidance Note (MGN)

Here is the [Marine Guidance Note](#) (MGN) which outlines the dangers of working on a yacht that is not MLC certified or on a yacht where the flag state has not been ratified by the MLC (basically the same as working on a yacht which isn't MLC compliant).

## Some highlights worth noting....

1. The Maritime Labour Convention (MLC 2006) impacts on seafarers' working lives. The MGN aims to outline an assured level of protection, rights and entitlements under the MLC, enabling seafarers to make informed decisions whether they choose to work on a yacht registered with a country not ratified by the MLC.
2. The shipowner is ultimately responsible for meeting MLC requirements.
3. Documentation is required to clarify standards of living and working conditions onboard.
4. Flag states required to carry out maritime labour inspections twice every 5 years, ensuring conditions are met, and any seafarer complaints are investigated and resolved.

## By working on a non-MLC compliant yacht you risk:

1. Not being protected by the Convention's standards on the payment of wages at the rate set out by your SEA, the regularity of payments and statements.
2. You may be required to work excessive hours and not get the rest and/or leave you're entitled to, resulting in fatigue or compromising safety of the vessel. The MLC sets down maximum hours of work, minimum hours of rest.
3. Provision may not be made for the monitoring of work hours, with endorsed record keeping of working hours.
4. Under the MLC, annual leave entitlement with pay is a minimum of 2.5 calendar days per month of employment. Justified absences from work shall not be considered as annual leave.
5. The shipowner not paying to repatriate you.
6. Having to cover the expense of your own repatriation EG: if your employment expires whilst abroad, or is terminated by shipowner or you can no longer carry out duties (for justified reasons).
7. Not being entitled to compensation in the event of injury, loss or unemployment, following the loss or foundering of the yacht, which the shipowner is obliged to provide under the MLC.
8. Not enjoying the standards of crew accommodation set down by the MLC eg: size of rooms, storage space, heating, ventilation, sanitary facilities, lighting and hospital accommodation etc.
9. Not being provided with food and drinking water, prepared hygienically by qualified persons, to required standards of MLC.
10. Access to prompt and adequate medical care on board and ashore, which shipowner is obliged to provide under the MLC.

11. You may not be protected by the shipowner from the consequences of sickness, injury and death occurring in connection with their employment.
12. You won't enjoy the benefits of health and safety protection and accident protection.
13. There may not be approved procedures for logging and investigating complaints.

# My Seetime

Once you're working onboard, you're required by the Maritime Labour Convention 2006 to record your time at sea, in other words your **"Sea Time/Service"** and provide a testimonial that you have carried out certain duties, signed by someone in authority from one of the following departments, either the Master of the Vessel or Captain, this is called your **Notice of Eligibility**.

- Master & Deck
- Engineer
- Interior
- Chef
- Dual Role

If your **Sea Service** is submitted to the MCA without having been verified there will be significant delays in the issue of your NoE or CoC. Even if you're not a member, Nautilus International can verify your testimonials on a pay as you go basis.

This is a record of your Sea Time hours logged, which will need to be verified before you can sit your next qualification.

Alternatively, the Professional Yachting Association (PYA) based in Antibes provide this service as well. Please click [here](#) for more information.

# Flag State

A **flag state** is the country under whose laws a vessel is registered or licensed.

International law requires that every merchant ship is registered in a country, with the vessel subject to its laws. The yacht can then travel internationally under the flag of the country of registration.

A yacht's flag state determines its regulatory control and will be subject to:

- Regular inspections
- Certification of the yacht's equipment and crew
- Issued with safety and pollution prevention documents

Yacht owner's must decide their flag state (ie: country of registry) as it impacts on the taxes, privacy issues, exposure to liability and freedom to travel.

In general, yachts can be registered in any country, not just where the owner resides, as long as legal requirements and construction standards are met.





# Crew Profile

## NAME

Tim

## COMPANY

Workrest

## SUPERYACHT CAREER

5 years Deckhand

## YACHTS

MY Garcon, MY Blush, MY Amadeus

## THE REALITY

Tim was working as deckhand onboard superyachts when the idea struck him that the process for logging and monitoring hours of rest could be made much simpler. With a background in Graphic Design, he spent the next 2 years developing the idea.

Evidently, he wasn't the only crew member struggling to keep on top of their hours of rest, rushing to fill in their timesheets at the end of the month and racking their brains as to the hours they worked. There had to be a better way.

## THE IDEA

Tim developed the idea and along with his fabulous team have launched Workrest, designed to simplify the hours of rest process and help vessels remain compliant with the Maritime Labour Convention (MLC) 2006.

Workrest provides crew with an intuitive method for logging their hours on any device, whilst also giving captains and heads of department a simplified method for approving timesheets and instant visibility of their "hours of rest" compliance.

## IN TIM'S WORDS

"We've worked hard over the last 4 years making sure we're able to offer the most streamlined solution to the hours of rest process available to vessels. We're lucky to work with some fantastic vessels and over 4000 crew, who have helped us develop Workrest into what you see today and we're excited to continue building the next generation of tools to simplify crew management"

For more information or to download the app, simply visit <https://www.workrest.co>





# CHAPTER 6

## *Life On Board*





# What To Expect

**Once you've landed your superyacht job, here's a little of what to expect from life onboard:**

## **CREW UNIFORM**

You'll be issued with crew uniform to wear just like everyone else, no matter what your position on board, whether you're deck hand, engineer, steward/ess or chef. Generally uniform comprises: t-shirt, shorts, socks, shoes. This will be supplied by and paid for by the yacht.

## **ON GUEST/OFF GUEST**

Depending on the yacht, there might be 2 sets of uniform, one for when guests or the owners are onboard (ON GUEST) and one for when it's just crew onboard (OFF GUEST).

## **FOOD & BOARD**

All bedding and basic toiletries are supplied by the yacht.

## **SEA TIME**

In accordance with the Maritime Labour Convention (2006) you must log your time at sea, for engineers and deckhands this is a pre-requisite to obtain the next qualification and for steward/stewardess to obtain their PYA Guest Programme.

## **WORK & REST**

Crew onboard commercial vessels are legally required to log both working hours and hours of rest, to ensure the vessel remains compliant. Requirements set down by the yacht are generally a good indicator of how well the boat is run and how well the crew are looked after.

## **CRAMPED LIVING CONDITIONS**

In all likelihood you'll be living in very close proximity to your fellow crew and often working in cramped conditions too, this is at odds with the luxury space the owners and their guests will be enjoying.

## **SLEEPING**

You'll probably be sharing cramped single sex crew quarters with people you don't know to start with, but you'll get to know each other quickly.

## **EXPECTATIONS**

The Superyacht industry is one of extremes, extremely high standards will be expected of you in all areas at all times; whether it's scrubbing the deck, washing the jet skis, polishing the teak or arranging the table for dinner.

## **HIGH STANDARD**

Captains and Crew Management companies are expected to maintain the highest level of service and standard and with so many people vying for superyacht posts, they can afford to pick only the best.

## **EATING**

Either the Chef or Steward/ess/Chef will be cooking for guests and all the crew, depending on the size of vessel, remember the Galley is his or her domain so steer clear unless requested otherwise, if you have special dietary requirements please consider whether these requirements are for health or lifestyle reasons, Chef will be working within budget and space limitations.

## **LAUNDRY**

Your washing will be (most likely) done by the ship's Stew in the Interior Department.

## **CONTRACT**

You'll be issued with a contract to sign before your employment commences, make sure you read it carefully, understand and agree with every aspect of it, before signing and retaining a copy for your records.

## **COMMERCIAL CHARTER**

For commercial endorsed charter yachts you should be issued with a handbook on procedures, rules on board, laundry etc.

## **PACKAGE**

Depending on your contract, it is considered good etiquette for the employing yacht to cover the cost of your transport to the yacht, again this is a good indication of a well-run boat.

## **REPATRIATION**

Yachts registered to the UK are legally obliged to repatriate you back to the port they employed you from, should your contract become terminated.

## **NDA**

You'll also be issued with a Non-Disclosure Agreement once onboard, a legal document which you'll be required to sign. As the name suggests if you disclose any information about the yacht, owners or their guests you're then liable and could lose your job or worse be sued.

## **PASSPORTS**

Be aware you will be required to hand your passport over to the Captain once onboard, that way he/she can register all crew when going in and out of port.





## THE PRO's

- Opportunity to travel and see some amazing places
- Your cost of living will be low (you live and work onboard)
- Potential to save money
- Potential for cash tips, wine or gifts from charter guests
- You'll meet interesting people
- Yacht crew will become like family
- There will be some perks like fun crew outings or use of yacht toys
- The chance to learn and improve new skills
- Potential for personal development
- Developing transferable skills for the outside world
- Fun and physically active job!



## THE CON's

- Long working hours (sometimes 18-20 hr days!)
- Your schedule is at the mercy of the yacht owner and Captain, so you'll have no control over schedule
- Cramped living conditions, no/little personal space
- Jobs can be tedious
- Live/work in close proximity to different personalities
- Yachting can be sexist, ageist and sometimes you're judged by how you look
- You will miss holidays, weddings, birthdays, and family time
- Scheduling time off can be tricky when you're working back to back weeks
- Yachting can be dangerous without proper safety precautions.





# Crew Profile

## NAME

Vanessa

## COMPANY

vanessahodgson.co.uk

## SUPERYACHT ROLE

Deckhand/Stewardess - Chief Stewardess

## SUPERYACHTS

MY Wedge Fleet, MY Rasha, MY Maraya

## SUPERYACHT SERVICE

6 years onboard, 14 years shore support, training and recruitment

## WHAT DO YOU OFFER AS CREW TRAINING SUPPORT?

I deliver a Stew Training Course and work closely with crew to upskill and assist with building crew dynamics. This work has crossed over into private residences worldwide.

## BACKGROUND

While at university studying Sports Psychology I was crew and hostess on many yachts in the Solent. I went on to run a charter company based on the south coast where I met my partner who I worked with on yachts. Our first job was working for a lovely, well regarded family, predominantly based in Lebanon but travelling to the mediterranean. We went on to work for another family undertaking a 35m refit and a 54m build.

## WHAT HAS THE INDUSTRY TAUGHT YOU?

Be prepared for any eventuality. Always strive to improve yourself through training and taking on responsibility, you never know when you will have to step up. Create a tool box of skill sets and experiences that you can call upon when faced with a new challenge so that you can approach it in a cool, calm manner.

## TOP TIPS

- 1) Before joining a yacht do your research and check out all aspects of the set-up; such as the crew dynamics, crew cultures, travel programme, contract, package, training and progression opportunities.
- 2) Brand yourself so you go the extra mile for example; CV, portfolio, business cards, create professional social media accounts and network.
- 3) Make a five year plan....!

## HOW HAS THE INDUSTRY CHANGED?

"The yachts are getting larger and the expectations of crew members are ever increasing. Yachts are now looking for crew with additional skills such as personal training, hair and beauty, massage, dive instructors to name a few. This is leading to candidates coming from different industries and transferring to yachting, in turn improving the professionalism of the staff on board."







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Written by Footprint Writes: [www.footprintwrites.com/](http://www.footprintwrites.com/)

Graphic Design by Absolute Graphics: [www.absolutergraphics.co.uk](http://www.absolutergraphics.co.uk)