

bluewater

starting out



ANTIBES | PALMA | VIAREGGIO | LONDON | FORT LAUDERDALE | ZUG



who we are

Bluewater was established in 1991 as a crew agency and we now place more qualified crew than any other in the business. With one of the most innovative and customized databases in the industry, we are internationally renowned and committed to providing our clients with the best service possible.

A vital ingredient to the successful operation of any yacht, whether charter or private, is the crew. Our crew placement divisions in Antibes, South of France and Palma de Mallorca, Spain, maintain an online database of over 45,000 professional and qualified candidates to supply yachts with only the finest selection of crew. We select, interview and reference check our candidates to ensure a successful placement to compliment your winning team.

meet your agents

Lou joined bluewater in 2004 originally as a training coordinator; however transferred over in 2006 and now heads up the crew department in Antibes. Lou has worked in a very wide range of industries – from bar work in Australia, to investment banking and financial PR in London, she has travelled the world but loves the industry & Antibes alike.

Sharon joined bluewater in February 2010 coming from a PA background. She touched the yachting world through her last employer, Espen Oeino, Naval Architect and never turned back. Having worked in Antibes and Monaco she was never far from the heart of the yachting world and has now found another part of yachting which she loves; placing and working with crew.

Michelle came aboard the bluewater crew team in February 2011 and comes to us with over 20 years' experience within the recruitment industry in the UK. We believe her skills and knowledge will bring an innovative and informative approach the table, perhaps even teaching the rest of the team a thing or two.

Becki holds 11 years of experience in medical recruitment in the UK. Amongst many qualities she comes from a background in yacht racing, completing two fastnet races and winning a 4500 mile Atlantic Rolex race. Becki is also yacht master qualified and shares a passion for both yachts and the South of France.

Cissi grew up on a 85ft sailing boat in Mallorca and has worked on motor yachts from 30-60m ranging from deckhand to chief stewardess. This has given her a unique insight into all aspects of the yachting industry, especially in the Balearics. She has been with bluewater since March 2009. Cissi heads up the crew placement side of things in Palma and is a regular in the yachting social scene.

useful to know

what is a super yacht?

“The term luxury yacht refers to a very expensive privately owned yacht which is professionally crewed. Also known as a Super Yacht, a luxury yacht may be either a sailing or motor yacht” (Wikipedia, 2008). In actual fact, any yacht over 24 metres is termed a super yacht and any yacht over 100 metres is termed a mega yacht.

what is the yachting industry?

There are currently over 30,000 yachts in the world ranging from 24 metres to over 100 metres that require professional and qualified crew. The yachting industry is a high end multimillion euro luxury business where the “rich and famous” own private yachts and therefore require a private crew. In the last few years the yachting industry has captured the attention of the media therefore creating an unprecedented amount of interest from potential crew worldwide.

where will I go?

Wherever there is water, you have the potential to go. Traditionally the yachting industry has been made up of a ‘summer season’ in the Mediterranean (May to October) and a ‘Caribbean season’ in the West Indies (November to April). More recently the possibilities are endless with many yachts circumnavigating the world in places such as the Arctic, Southern and Indian oceans.

what will I do?

This is dependent on your skills and ambition. You will need to research the industry and form a plan based on your existing skills, interests and previous work background to identify the sector best suited for you.

what hours will I work?

The yachting industry isn't work for the fainthearted. During the height of the season, you may be required to work up to 18 hours in a day. Yachting is the hospitality industry, therefore extensive hours and late nights are common. There are international rules governing the hours of work for all crew yet some yachts can be more scrupulous than others in observing these rules.

i've been working in the hospitality industry for the last 3 years and fancy a change, would I adapt to yachting?

Of course! In many respects the majority skills you will have gained in other areas of the hospitality industry are easily transferable to yachting. These skills include culinary, laundry, silver service, bar tending, flower arranging and sommelier experience. Likewise any additional skills such as nanning, massage therapy and hairdressing are also valuable. *Please see the section with examples of individual job specifications on page 9.*

what salary can I expect?

This is dependent on the yacht and your experience. To give you a guideline, an entry level position might pay a salary of €2,000 per month or more but salaries within yachting vary considerably.

i'm confused – some say there is a crew shortage whilst others say the opposite?

“Crew crisis as super yacht industry grows, there is a global shortage of yacht crew” This is a typical message portrayed in the media; the answer is that both statements are true. There is no shortage of unqualified and inexperienced candidates trying to get into the industry, which is why it's essential that you make the effort to stand out from the crowd. There is however, a chronic shortage of qualified and experienced crew because of the explosive growth that the super yacht industry has experienced over the last ten year's.

do I need a work visa?

During the process of joining a yacht, a captain or a department head will be able to provide guidance on obtaining the appropriate visa. The UK flag uniquely does not have any visa or nationality restrictions when working on board, therefore employment is open to all nationalities.

what is the BIB2 Visa?

For non US citizens joining a yacht heading to any US port, you will require the BIB2 visa. This is simple enough to get once you are employed on a yacht. For more information please refer to this website: www.ukvisas.gov.uk

will it be easy to find work?

That completely depends on what sort of person you are and how proactive you are in your search for work. For a Mediterranean season, you will find from March onwards places like Antibes, Palma and other surrounding areas will vastly fill up with potential new crew looking for work. The competition can be fierce and one way that crew tend to build up their experience is by walking the docks, handing out their CV's and requesting day work. Generally speaking, yachts that need an extra pair of hands will employ a “day worker” to assist with the overflow of work. Most yachts commence work early in the morning therefore you can increase your chances by starting from 8am onwards. Presentation is extremely important in yachting, arriving at a large yacht at 10am with a hangover will NOT get you employment. Day work is probable all along the coast – from San Remo to the shipyard of La Ciotat, so try and get out there as much as you can. The key to getting your first job is to network thoroughly with other crew members, crew agencies and yachting affiliates.

will I have an employment contract?

Most of the larger yachts do employ crew under a contract. As a sea farer working under the British flag you should sign a “crew agreement” when you start work on a yacht. The “crew agreement” is an official British Government contract signed by all sea farers. Many yachts will also have a separate contract governing standards of behaviour, absence and leave. On smaller yachts, you may find that no written contract is provided. Although this is not amicable, in the past this was typical of the yachting industry thus you should not be unduly concerned when accepting a position.

will I be tested for drugs?

More frequently yachts, especially the larger ones are routinely testing new crew members for illegal drugs. It is taken seriously; as a result tests can occur every 6 months, annually or even sprung on to any crew members' surprise.

i've heard the yachting industry can be discriminative?

All industries are susceptible to different forms of discrimination. Like any industry, the yachting world can experience discrimination in the form of sexism, racism and ageism. Practically speaking, due to the international nature of the industry you do not have the same level of protection against such discrimination as you would expect in shore side employment. Despite that, the majority of crew enjoy a full and interesting career without experiencing such problems.

tips for crew before joining yachts

Do your research first. There are several useful websites regarding super yachts and working as crew, along with information for training courses and certificate requirements. This will enable you to be clear about exactly what sort of job you are best suited for:

- **Your CV**

as illustrated on page 5, aim to have your CV tailored to the industry.

- **Your Appearance**

when job hunting, it is important that you achieve a smart appearance and adapt a professional attitude at all times.

- **Stay in touch**

it's really important when you are looking for work that we know where you are and how to get in touch with you. Be assertive to leave your contact details with every job lead you encounter.

- **Interviews**

as for most interviews, using the basic techniques such as punctuality and being equipped with a copy of your CV, references and certificates is essential.

- **Networking**

remember the industry is a tight professional network therefore it is crucial to communicate with others, walk the docks, distribute your CV and register with crew agencies. Being in the right place at the right time is a common break to a job offer.

your CV

A CV should be no more than two sides of A4 and should include your photograph.

The photograph should ideally be in colour, face on and you should not wear sunglasses.

Party photographs should not be used! Your CV should be targeted at the yachting industry according to what you want to do.

- If you are applying for a steward(ess) position, emphasise any hospitality experience or customer service you may have had; such as waiter/waitressing, hostessing, silver service, bartending, cooking, nanny/au-pairing, babysitting, flower arranging, cleaning and laundry experience.

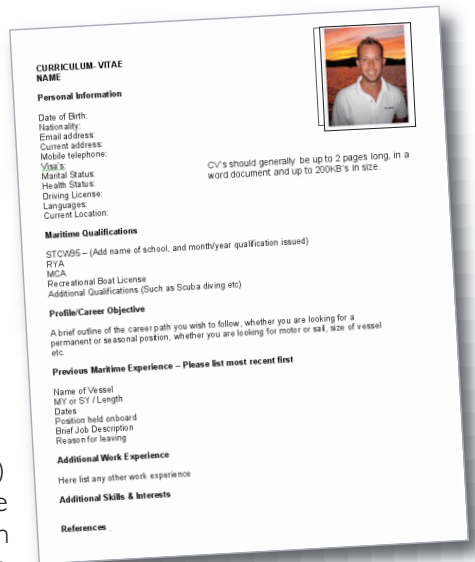
- If you are applying for a deckhand position, include all woodwork/carpentry and mechanical experience in addition to painting, polishing, varnishing, diving, sailing, fishing and all watersports skills/qualifications you may have.

- For an engineering position, include all mechanical experience and qualifications including all work done in refrigeration, air conditioning, hydraulics, engines, electrical work, electronics and computing. If you have any craft skills, such as welding, metal working etc, then be sure to mention it.

additional qualifications that are appealing to yacht captains and owners are:

Languages, experience in hotels, resorts, as air cabin crew or on cruise ships, CPR, first aid certification or any emergency medical training, nursing and masseuse/beauty therapy qualifications.

Extra curricular activities such as travelling, recreational sailing, watersports and diving can be helpful on your CV, so stress any experience, even non-professional, and briefly list any recent travels.



JPEG photo, head and shoulders shot, uniform/ smart
CV's should generally be up to 2 pages long, in a word document and up to 200KB's in size.

entry level training

If you are seeking work in the yachting industry for the first time, certain courses are essential and others are highly desirable in the eyes of potential employers.

courses for all crew

You will find it difficult to obtain a job in yachting without training relevant to the industry. Essential safety and departmental training for new crew will not only make you a more useful team member when employed but will also make your CV more attractive when job hunting.

STCW95 crew basic training

Basic training takes place over 5 days and comprises of 4 individual modules.

These are:

- Personal Safety and Social Responsibility, Fire Prevention and Fire Fighting,
- Personal Survival Techniques and Elementary First Aid. If you are hoping to go on to gain MCA Certificates of Competency, you should be aware that the MCA expect that your STCW 4 element basic training has taken place over a minimum of 5 days of tuition. Some centres offer training over a shorter time period and such courses would not be recognised by the MCA. This course is essential for any crew wishing to work on a commercially registered yacht.

RYA boat driving certification

Under UK law, most people do not require a licence to operate a boat of less than 80 gross tonnage (GT). Most other countries however, have a much lower limit than this. In France, for instance, permits are required over 6 Kw of engine power. The RYA National Powerboat Certificate (Level II) is recognised by most European administrations for the operation of small craft like yacht tenders under 10m.

Any yacht tenders outside the immediate vicinity of the mother ship would be well-advised to have qualified tender drivers. Obtaining this certificate at an early stage could make your CV stand out and enhance your job prospects. The course takes place over 2 days and has theoretical and practical boat handling elements.

RYA personal watercraft certificates (jet skis & wave runners)

The Royal Yachting Association is currently the only maritime certification body to issue a Certificate of Competency specifically for these types of craft. Although potentially very dangerous in careless hands, personal water craft are very popular 'toys' on super yachts.

Having an RYA Jet Ski licence could set you apart from other competing candidates, whichever department of the yacht you are anticipating to work in.

hospitality courses

For new interior crew, bluewater exclusively has 3 entry level courses designed and recognised to help you to be more efficient in your new role.

interior foundation course

If you have never worked on a yacht before and you wish to enter the interior department, then this is the course for you. You will be given a thorough introduction to all duties that you will be called upon to perform. The interior of a yacht is filled with very expensive finishes and objet d'art. Having specialist knowledge in caring for fine products & fabrics is invaluable and will give you the skills needed to quickly become a key member of any interior team.

service foundation course

This 1 day introductory course has been created to give new crew a broad insight into what will be expected in the service of food and wine.

The course is designed to give you enough knowledge to be a useful member of a service team on a large yacht and able to provide a good level of basic service in a variety of themes on a small yacht.

galley foundation course

This 5 day course requires no particular prior knowledge and will train you to function effectively under pressure to surpass yacht guest(s) expectations. The course is taught in bluewater's new training galley and is a practical course enabling you to master a range of international basic styles from which you can build on.

The course is ideal for anyone seeking work as a small yacht steward(ess)/chef, a large yacht sous chef or crew chef. Whereas the seasoned chef course is aimed at trained chefs, it is predominantly theoretical and therefore qualified cooks wishing to acclimatise themselves to a marine galley environment will benefit from the course.

the wine & cocktail foundation course

The Wine & Cocktail Foundation Certificate is an entry-level qualification providing a straightforward overview about wine & cocktails. The aim is to provide a basic understanding and is ideal for inexperienced crew who wish to advance their knowledge in this fascinating and significant area.

The course runs over 1 day and includes sampling a wide selection of international and quality wines. It also includes basic bar skills and provides knowledge about preparing and presenting cocktails.

bluewater *one*

Bluewater are able to offer two options to captains, managers and owners with traditional placement or the bluewater one account.

what is the difference?

Traditional Placement

Put simply, traditional placements are managed by crew agents who will examine your profile, hopefully get to meet with you and will submit your CV for any suitable role that becomes available. We have built close relationships with the yachting community and so are able to recommend you to the yachts that are a "best fit" not only for your skills and experience but also your personality and long term career goals.

Bluewater One

The bluewater one account allows captains to view our crew database, review profiles and make direct contact with you by phone or email.

This option ensures that your details are viewed not only by the bluewater crew agents but also by captains, owners and management companies looking for crew 24 hours a day 7 days a week. bluewater one has the added benefit of rewarding yachts with free training vouchers which captains are free to use for personal use but, more often, to invest in the crew on board.

what does that mean to me?

Regardless of which option the captain uses, your profile will be reviewed and considered for all available roles, traditional or bluewater one. The main thing to remember is that your profile and CV can be viewed every day by crew agents and captains. This is why it is essential that you check your details very carefully, spelling mistakes and errors can ruin your chances of getting that all important interview. Remember a captain can call at any time, he does not work office hours, so keep your phone handy, don't ignore calls from unknown numbers because it could be the captain of your dream yacht calling!

To be part of either of these systems and ensure complete exposure of your CV and job requirements, you should register your details on bluespace which you can find at www.bluewatercrew.com



examples of individual job specifications

Captain – navigation, cruising, crew leadership, looking after the owner, guests and budget control

First Mate - the captain's secondary in command

Deck Hand – crew member performing maintenance of hull, decks, mooring and assisting superiors

Engineer – mechanical maintenance; ensuring that every piece of equipment remains operational

Chef - responsible for preparing meals for both guests and crew

Interior staff – responsible for operating and providing 1st class services to guests whilst on board

so you want to be a... steward(ess)?

you should hold previous hospitality experience or customer service skills. This role will be to make sure the interior of the yacht is kept pristine. Guest areas, crew areas and the bridge will all come under your domain. A role as a steward(ess) means you are front of house and as such, you need to maintain a friendly and approachable attitude. Guests will have a variety of requests and you need to meet these with professionalism and enthusiasm regardless of how obscure they may be.

so you want to be a... deckhand?

You'll have a love for the outdoors, an energetic nature and a passion for water sports. As well as making sure the exterior of the yacht is in immaculate condition, you may also be responsible for driving tenders and entertaining guests. Previous experience in painting, sanding, varnishing, carpentry and polishing is an advantage, as well as previous sailing in a recreational capacity.

so you want to be a... head chef or a sous chef?

You will preferably have experience from the catering industry. A yacht chef is responsible for all aspects of food and beverage services. Types of service can range from gastronomic to simple healthy crew diets. Each yacht has a different structure for chefs however yachting does provide endless rewards and the opportunities are limitless.

so you want to be a... engineer?

You will be in charge of looking after the yacht's electrical & mechanical systems therefore any past engineering experience is extremely beneficial. Your job could involve working with any kind of mechanical systems, including: refrigeration & air conditioning, plumbing & electrical. You could also be asked to repair a variety of mechanical items on board such as jet skis or wave runners.

useful contacts in Antibes

Accommodation

The Grapevine	06 28 68 57 19	www.crewgrapevine.com
The Glamorgan	06 25 16 54 57	www.theglamorgan.com
Crew House	04 92 90 49 39	
Antibes Youth Hostel	04 93 61 34 40	
Chrys Hotel	04 92 91 70 20	
Hotel Collier	04 93 74 56 40	
Resideal	04 92 90 76 00	
Hotel Etoile	04 93 34 26 30	
Hotel Postillon	04 93 34 20 77	
Auberge Provençal	04 93 34 13 24	
Hotel Ambassadeur	04 92 93 74 10	
Debbie's Crew House	06 32 38 75 28	www.debbiescrewhouse.com
Modern Hotel	04 92 90 59 05	
Nicolas Contandriopoulos	06 12 81 40 83	www.lesbainsdesoleil.com
Chloe (weekly rentals)	06 09 49 87 39	Marcclo@free.fr
Patricia (weekly rentals)	06 12 36 58 13	Pggastaud@gmail.com

Local Transport/ Nice Airport

SNCF	04 92 14 85 62	www.sncf.fr
Antibes Bus Station	04 93 34 37 60	
Taxi (Antibes)	04 93 34 37 60	
Taxi (Nice)	04 93 13 78 78	
Taxi (Cannes)	04 92 99 27 27	
Nice Airport	08 20 423 333	www.nice.aeroport.fr

Health & Emergencies

SAMU (Ambulance)	15	
Police	17	
Fire Brigade	18	
Dr Ireland (MCA approved):	04 93 12 95 66	(Valbonne)
Dr Lefebvre (MCA approved):	04 92 93 07 70	(Juan les Pins)
Pierre Seneca, Dentist	04 93 61 21 79	
Klas Wickberg, Dentist	04 93 95 80 81	
Antibes Hospital	04 92 91 77 15	
Rachel Dickens DO, MROF	04 93 34 67 17	(Osteopath - English speaking)
Xavier Perret	04 93 34 04 16	(English Speaking)

useful contacts in palma

Accommodation

Hotel Almudaina, Avenida Jaime III, 9 Palma de Mallorca
+34 971 727 340 www.hotelalmudaina.com

Hostel Apuntadores, Calle Apuntadores, 8 Palma de Mallorca
+34 971 713 491 apuntadores@ctv.es

Hostel Ritzi, Calle Apuntadores, 6 Palma de Mallorca
+34 971 714 610

Hostel Brondo, C'an Brondo, 1 Palma de Mallorca
+34 669 197 168 hostal.brondo@terra.es

Hostal Terramar, Plaza Mediterraneo, 8 Palma de Mallorca
+34 971 739 931 hostalterramar@yahoo.es

Hotel Born, C/ Sant Jaume, 3 Palma de Mallorca
+34 971 712 942 www.hotelborn.com

Bars

Corner Bar, Placa Drasana, La Llonja, 07012 Palma de Mallorca
+34 971 714 900 www.cornerbarpalma.com

The Escape, Plaza de Drassana 13, 07012 Palma de Mallorca
+34 971 724 968

Obrien's Irish Bar , Carre Sant Joan 7, 07012 Palma (Mallorca)
+34 971 71 43 81 www.obrienspalma.com

Chupitos , Calle Vallseca 10, 07012 Palma (Mallorca), Spain
+34 971 728 449 www.chupitospalma.com/

MCA Approved Doctor

Dr Kenneth Prudhoe
+34 639 949 125

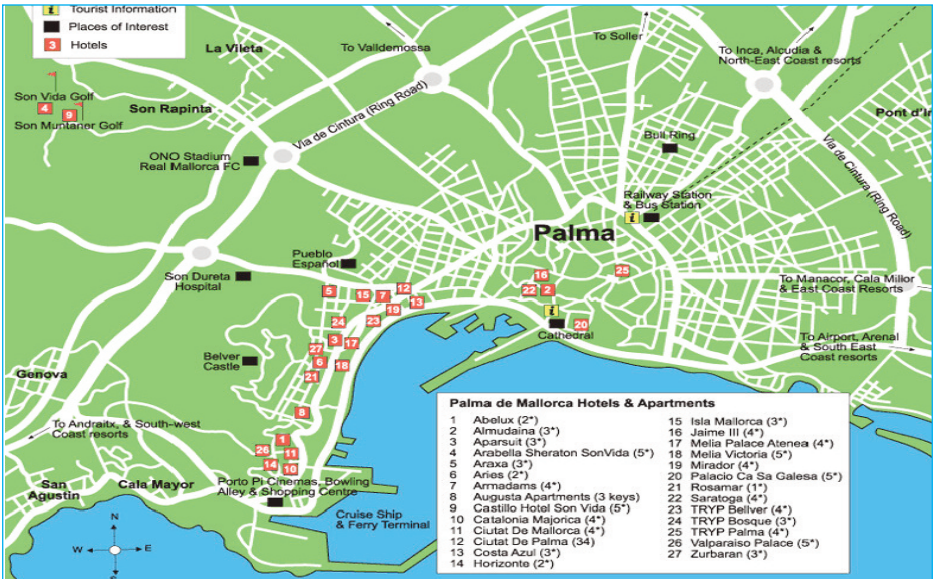
Emergency details

General Emergency	112
Fire brigade	080
Local Police	092

map of the côte d'azur



map of palma



setting up a bank account

One of the advantages of being in the yachting industry is being able to avoid the often harsh tax regimes that are prevalent in many countries. By working on a Superyacht, you can benefit from offshore tax regimes and will be able to utilise offshore banking.

Once you gain employment on a Superyacht, setting up an offshore bank account should be the first thing you do. Travelling all over the world and having a standard UK (or elsewhere) bank account is not an ideal situation – the charges can often be astronomical. With an offshore account, you won't be tied to sterling, you will be able to bank in multiple currencies.

As a crew member, you may also have a fantastic opportunity to save more money than if you were working onshore. Working on a yacht incurs few expenses; no rent and no food costs especially. By working with an independent financial advisor, they will be able to advise you best of how to make the most of your new found savings.

If you have any questions, don't hesitate to ask and we'll do our best to help. We are working in conjunction with Lloyds TSB International and their team of dedicated specialists will be able to help & advise you all the way.

To contact them directly, please call:

(+350) 200 50999 or email:
Europe@lloydtsb.gi

Or alternatively visit their website:
www.lloydtsb-offshore.com

bluewater

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