

An aerial photograph of a large white yacht with a dark cabin, moving through deep blue water and leaving a white wake. Two smaller white motorboats are nearby, and two surfboards are visible on the surface. The overall scene is dynamic and captures the essence of yachting.

STARTING OUT GUIDE

YACHTING

bluewater

ANTIBES & PALMA

ENTRY LEVEL TRAINING

If you are entering the yachting industry, certain courses are crucial, while others are highly valued by potential employers. To work on a yacht, you must complete the STCW Basic Training and obtain an ENG1 medical certificate from an MCA-registered doctor.

STCW BASIC TRAINING COURSE

This 5-day course consists of 4 modules:

- Personal Safety and Social Responsibility
 - Fire Prevention and Fire Fighting
 - Personal Survival Techniques
 - Elementary First Aid
- Crucial for crew members aiming to work on a commercially registered yacht.
 - Duration: Minimum 5 days to cover all content. PSA is not mandatory for the standard STCW qualification but is offered separately regularly.

PROFICIENCY IN DESIGNATED SECURITY DUTIES

- While not a standard STCW requirement, most yacht positions involve designated security duties, making this course highly recommended.

RYA POWERBOAT/TENDER LICENCE

- The RYA National Powerboat Certificate (Level II) is a 2-day course recognized by the UK MCA for small powerboat operation.
- Ideal for those operating yacht tenders and mandatory for operating a tender in the Mediterranean.

Bluewater stands as a leading yachting company globally, doubling as a worldwide crew and training agency. It surpasses all others by deploying highly skilled crew members across the globe. Notably, we uniquely offer crew training and recruitment services for yachts that we have directly sold, managed, or chartered.

With our five divisions, Bluewater stands out as the top agency to assist you in launching your career, advancing to the next level, achieving your aspirations, guiding your learning journey, and exploring new adventures, all while providing continuous support and advice.

Instead of just taking our word for it, reach out to our approachable training coordinators or connect with our seasoned recruitment agents in Palma and Antibes to explore a realm of opportunities.



CREW PLACEMENT

As one of the leading crew placement agencies globally, our primary focus is to match the right crew with the right yacht. We provide dedicated time, support, and guidance to all crew members, whether it involves placing new crew, collaborating with Heads of Departments to fill positions, or assisting crew members of all levels in finding their next adventure.

HOW DOES CREW PLACEMENT WORK?

Yachts contact us daily with detailed job requirements, and once a crew member is successfully placed, we charge the yacht a service fee. Our experienced and multilingual recruitment agents conduct interviews Monday through Friday, meeting with as many crew members as possible, searching our extensive database of over **120,000 crew members**, and reviewing those who have recently checked in. The most suitable candidates for the numerous job openings are then chosen.

WHAT IS THE OTHER FORM OF CREW PLACEMENT?

An exclusive feature of Bluewater is the ONE Account, an annual subscription to the Bluewater crew database that includes training vouchers valid at any of our global training centres. ONE Account yachts have continuous access to your CV and can reach out to offer you your dream job at any time. We collaborate with hundreds of **ONE Account** yachts, offering numerous job opportunities for onboard crew members seeking positions in various areas.

WHAT DOES THIS MEAN FOR YOU?

Whether a yacht opts for the **ONE Account** subscription or utilises our traditional placement service, your profile and CV are visible daily to crew agents, captains, and department heads seeking new crew members.

USEFUL TO KNOW

WHAT IS A SUPERYACHT?

A luxury yacht, commonly known as a superyacht, is a privately owned and expensive vessel that is professionally crewed. No official industry-wide definition exists for the terms super, mega, or giga, but generally, a yacht over 24 meters is considered super, over 60 meters is mega, and over 100 meters is a giga-yacht.

WHAT IS THE YACHTING INDUSTRY?

There are over 10,000 superyachts worldwide, ranging from 24 meters to over 160 meters, requiring skilled and professional crew. The yachting industry is a luxury business catering to the affluent, with owners or charterers of superyachts needing top-tier crew members.

WHERE WILL I GO?

Possibilities are endless as you can sail anywhere globally. Traditionally, the industry has Mediterranean (May to October) and Caribbean (November to April) seasons, but yachts now explore diverse destinations worldwide.

WHAT WILL I DO?

Your activities will depend on your expertise and aspirations. Research the industry and evaluate your skills, interests, and past experiences to determine the most suitable role for you.

HOSPITALITY EXPERIENCE AND YACHTING

Hospitality skills are highly transferable to the yachting sector. Culinary, service, bartending, childcare, massage therapy, and other hospitality skills are valuable in yachting.

WHAT IS MLC?

The Maritime Labour Convention 2006 (MLC) safeguards seafarers' rights to fair work conditions. Bluewater adheres to MLC standards as a compliant crew placement agency, ensuring recruitment procedures comply with requirements.

SALARY EXPECTATIONS

- Salary varies based on the yacht and your experience.
- For reference, an entry-level position may offer around €/ \$2,500 per month or more, but salaries in the yachting industry differ significantly.
- Entry-level positions are competitive, and salaries typically increase over time.
- Salaries can fluctuate depending on the required license and rotation option.

WORK VISA REQUIREMENTS

- Guidance on obtaining the necessary visa will be provided by the captain or department head when joining a yacht.
- The UK flag has no visa or nationality restrictions for working onboard, making it open to all nationalities.
- A Schengen visa allows a maximum of 90 days to work within the Schengen zone.
- Check the list of countries within the Schengen zone and the nationalities that require this visa.

B1/B2 VISA INFORMATION

- Non-US citizens joining a yacht heading to any US port will need a B1B2 visa.
- Obtaining this visa is straightforward once you are hired on a yacht.
- Applying through the U.S. Embassy or Consulate in your country of citizenship is recommended for a faster process.
- Individuals can apply online for a B1 or B2 visa using the Non-Immigrant Online Visa Application DS-160.
- Applicants must have a passport valid for travel to the U.S. and valid for at least six months beyond their intended stay.
- Some exemptions may apply to nationals of certain countries.
- A processing fee is required for B visas, and the visa issuance fee varies by country.
- Visit the U.S. Embassy or Consulate website where you will apply for the visa before your interview.

WILL FINDING WORK BE EASY?

Your success in finding work depends on your proactive approach to the job search. In the Mediterranean, places like Antibes and Palma are bustling with potential crew from March onwards. To gain experience, crew members often seek daywork by distributing their CVs and offering their assistance. Starting early in the morning, around 8 am, can increase your chances of finding daywork on yachts. Presentation plays a crucial role in the yachting industry. Networking with other crew members, crew agencies, and yachting associates is key to landing your first job.

WILL I HAVE AN EMPLOYMENT CONTRACT?

Larger yachts typically offer crew members a contract, such as the "Seaman's Employment Agreement (SEA)" under the British flag. Some yachts may have additional contracts outlining behaviour standards, leave policies, and absence regulations. Smaller yachts might not provide a written contract, which is common in the industry.

WILL I BE TESTED FOR DRUGS?

Larger yachts often conduct routine drug tests on new crew members. Drug tests can occur every six months, annually, or without warning. Some US-flagged vessels may require background checks and hair follicle drug tests.

CAN THE YACHTING INDUSTRY BE DISCRIMINATIVE?

The Maritime Labour Convention (MLC 2006) governs the yachting industry, setting forth seafarers' rights and minimum working conditions. If you experience discriminatory behaviour, it is important to take action and report it according to your yacht or management company's policy.

WHAT IS THE DIFFERENCE BETWEEN PRIVATE AND CHARTER?

Private yachts are used exclusively by the owner for personal purposes. Charter yachts are available for others to rent, with the owner charging fees by the day or week.

CV TIPS & TRICKS

- Limit your CV to a maximum of 2 pages.
- Separate your maritime work from your land-based work, starting with the most recent.
- Include up-to-date location and contact details with country codes, specifying the WhatsApp number.
- Exclude links to personal social media unless relevant to your professional skills.
- Ensure your references are reachable, listing 2-3 recent employers who can provide positive feedback.
- Consider incorporating a QR Code in your CV linking to your certificates or a short introductory video.
- Always proofread your writing for spelling errors.
- For layout ideas, visit cvdesignr.com

YOUR PERSONAL BIO & CAREER OBJECTIVES

- Introduce yourself briefly at the top of your CV in 50-200 words.
- Focus on three key points: Who Are You? What Transferable Skills Do You Have? What Are Your Career Goals?
- Avoid cliches and generic phrases like "hard worker" or "motivated."

YOUR PHOTO

- Your photo should be recent, matching your current appearance.
- Take a straight-on photo with a suitable background, such as a nature scene or clear sky.
- Maintain a neat appearance with appropriate grooming and clothing.
- Stand up straight, avoid crossing arms, and wear a collared polo top or shirt.
- If you are a Chef, wear chef whites for the photo.
- Wear minimal jewellery, remove hats and sunglasses, and have a friendly smile.

INTERVIEW ADVICE

INTERVIEW TIPS

- Remember to switch off your phone before the interview.
- Demonstrate your enthusiasm for learning.
- Express your interest in the job and your commitment to representing the yacht well.
- Bring your original yachting documents.
- Dress appropriately for the occasion.
- Punctuality is key.
- Have a well-prepared introduction and questions to ask.
- Bring a pen and paper for notes.
- Remember to smile.
- Thank the Captain/Interviewer for their time.

INTERVIEW QUESTIONS TO ANTICIPATE

- Can you tell me about your previous experience working on yachts and/or on land?
- What specific roles and responsibilities have you held in your previous positions?
- How do you prioritise tasks and manage your time effectively in a fast-paced and dynamic environment?
- Can you describe a challenging situation you encountered while working and how you handled it?
- What safety protocols and procedures are you familiar with, and how do you ensure compliance with safety regulations on board?
- How do you handle conflicts or disagreements with other crew members or guests on board?
- What qualities do you believe are essential for providing excellent service to guests on a yacht?
- How do you adapt to different cultural backgrounds and preferences among guests and fellow crew members?
- Can you discuss any specialised skills or certifications you possess that would be beneficial for this role?

QUESTIONS TO ASK THE CAPTAIN / INTERVIEWER

- How long has the crew been working on board?
- What are the main responsibilities of the role?
- Are there opportunities for growth and advancement?
- How many crew members are on board and within the department?
- Can you provide details on the contract, medical coverage, salary, and leave entitlement?

NETWORKING

Most crew positions advertised by crew agencies typically require prior work experience on luxury yachts. They seek crew members who can immediately adapt to the role, and lacking yacht experience can hinder this, regardless of your desired position or past experiences. To gain this experience, consider seeking daywork, which involves working on yachts at the dock or in shipyards to acquaint yourself with the luxury yachting industry. When searching for opportunities, it's essential to be present in yacht-populated areas, attend yachting events, and consistently put in effort. Bluewater in Antibes often recruits new crew for various tasks like assisting with exhibition stands at boat shows, providing event support, and offering networking opportunities with other crew members.

WEBSITES

Conduct thorough research! Explore these helpful websites, including crew blogs sharing industry insights, onboard life experiences, and advice, as well as platforms with industry news and event updates. These sites offer valuable resources, along with our own website featuring career guidance, course descriptions, prerequisites, crew FAQs, competitions, event invites, networking chances, a live job board, and much more:

- www.dockwalk.com
- www.onboardonline.com
- www.superyachtnews.com/crew
- www.superyachttimes.com
- www.thetriton.com
- www.thecrewcoach.com/
- www.jaredwatney.co.za/
- www.sheofthesea.com/

HERE TO HELP

Take a look at our live course calendar featuring essential courses for advancing your career in yachting, offered at top-notch training centres in Palma and Antibes. Stay updated with our live job board, continuously refreshed with vacancies worldwide.

HOW TO REGISTER WITH BLUEWATER

To be considered for placement, please sign up online at **www.bluewateryachting.com/club**. When registering, exclude any accents from your name. Fill in all details accurately as this information will be shared with our clients. Upload your CV in Word format; PDF is accepted if Word format is unavailable, but other formats, like 'Pages' cannot be accessed by our recruitment agents or captains. Include your STCW, ENG1, references, certificates, and relevant documentation. Preferably, references should be from your three most recent employers, and all documents should be under 200kbs for easy access by potential employers. Keep your crew profile up to date, especially your current location, email, and phone number for effective communication.

Once registered: check out our JOB BOARD. Here, you can express interest and view a dynamic list of open positions. If your resume meets the client's criteria, we will forward your details for direct contact regarding an interview. If you don't receive a response, you may not be in consideration for the position, but be sure to monitor the job list regularly as new positions are added frequently. We recommend checking online at least twice a week. Simply logging in to your profile is a good way to stay informed. For any inquiries, reach out to us at **www.bluewateryachting.com/jobs**.

FOOD SAFETY IN CATERING (HABC LEVEL 2)

Under European legislation, all staff involved in food handling are REQUIRED to complete a one-day fundamental food safety course. This course can be taken on board or at one of our training centres. For more information, please contact our training teams. This course is essential for interior and deck crew members who might assist with food service during charters.

APPROVED ENGINE COURSE 1 & 2

AEC 1 is a 5-day course providing a broad understanding of basic marine diesel mechanics, electrics and the responsibilities of a chief engineer. It serves as the initial step for individuals without formal marine engineering training, benefitting crew members from other departments looking to expand their engineering knowledge. Private boat owners may also find this course beneficial.

AEC 2 is a mandatory one-week course for students pursuing the small vessel route to become a second engineer. The course involves approximately 50% theory and 50% practical training.



INTERNATIONAL BANK ACCOUNTS

Partnering with Standard Bank, Bluewater offers a specialised current account designed exclusively for yacht crew, known as the Seafarer Account. This account features a low minimum balance requirement and no minimum income criteria. With the option of an accompanying Visa debit card and secure 24/7 online banking, the Seafarer Account empowers you to manage your finances from anywhere in the world. When you secure a position on a superyacht, establishing a bank account should be your top priority.

Having a standard national bank account while traveling globally is less than ideal due to high charges, accessibility issues and potential currency problems. As a crew member, you can benefit from multi-currency accounts, international debit cards, and comprehensive internet and phone banking services. The account setup process is streamlined for quick activation. If you have any inquiries, feel free to reach out, and we will assist you promptly.

Email us at charter@bluewateryachting.com for more info.



POSITIONS ONBOARD

- **Captain:** Handles navigation, cruising, crew leadership, and oversees the owner, guests, and budget control.
- **Chief Mate/First Mate:** The captain's second in command.
- **Bosun:** Manages the deck team and ensures the exterior of the yacht is well-maintained.
- **Deckhand:** Maintains the hull, decks, mooring, and assists superiors.
- **Engineer:** Responsible for mechanical maintenance and ensuring all equipment is operational.
- **E.T.O.:** Maintains the yacht's electrical and electronic systems.
- **Chef:** Prepares meals for both guests and crew.
- **Purser:** Manages interior operations, inventory, accounting, and guest or owner activities.
- **Chief Steward(ess):** Oversees the interior team and the yacht's interior.
- **Steward(ess):** Handles interior maintenance and delivers top-notch service to guests onboard.
- **Deck/Stew:** A role that combines supporting the interior team with deckhand responsibilities.

ESSENTIAL SKILLS AND RESPONSIBILITIES

- **Steward(ess):** Ideal candidates need hospitality or customer service experience, responsible for maintaining the yacht's interior, and handling guest requests.
- **Deckhand:** Requires a passion for outdoor activities, water sports, and skills in painting, carpentry, and sailing, responsible for the yacht's exterior and entertaining guests.
- **Head Chef or Sous Chef:** Candidates with catering industry experience oversee food and beverage services catering to various dining preferences on the yacht.
- **Engineer:** Maintains the yacht's electrical and mechanical systems, with tasks including working on refrigeration, air conditioning, plumbing, and repairing mechanical items like Jet Skis.

PHONETIC ALPHABET

A ._ ALPHA

B _...BRAVO

C _._.CHARLIE

D _..DELTA

E .ECHO

F .._.FOXTROT

G __.GOLF

HHOTEL

I ..INDIA

J .___ JULIET

K _._ KILO

L _..LIMA

M __ MIKE

N _..NOVEMBER

O ___ OSCAR

P ___.PAPA

Q __._QUEBEC

R _..ROMEO

S ...SIERRA

T _TANGO

U .._UNIFORM

V ..._VICTOR

W _..WHISKEY

X _.._ X-RAY

Y _._YANKEE

Z __..ZULU

MENTAL HEALTH

In recent years, there has been a growing recognition of the importance of prioritising the mental well-being of seafarers in ship operations more than ever before. The maritime profession has always been demanding, and advancements in communication technology have improved the quality of life for those working at sea.

YachtCrewHelp (Operated by ISWAN)

A complimentary multilingual and confidential helpline is available 24/7 for professional yacht crew members.

Services provided:

- Support for mental well-being
- Assistance with job-related concerns
- Access to resources
- Training opportunities

Contact Information:

Email: help@yachtcrewhelp.org

Phone: +44 203 713 7273

MUST-KNOW YACHTING ACRONYMS

- **HOD: Head of Department**
 - Manages a specific yacht department.
- **STCW: Standards of Training, Certification, and Watchkeeping**
 - Ensures necessary training for seafarers.
- **MCA: Maritime and Coastguard Agency**
 - UK agency for maritime safety and standards.
- **RYA: Royal Yachting Association**
 - UK organisation for boating training.
- **NOE: Notice of Eligibility**
 - Verifies seafarer's qualification eligibility.

TRB: Training Record Book

- Tracks training progress and competency.
- **CoC: Certificate of Competency**
 - Confirms seafarer's role competency.
- **PYA: Professional Yachting Association**
 - Represents professional yacht crew.
- **DPA: Designated Person Ashore**
 - Ensures compliance with safety regulations.
- **MLC: Maritime Labour Convention**
 - Sets seafarers' working conditions.
- **PSA: Proficiency in Security Awareness**
 - Basic security training for seafarers.
- **PDSD: Proficiency in Designated Security Duties**
 - Advanced security training.

- **PWC: Personal Watercraft**
 - Small motorised water vessels.
- **PWCI: Personal Watercraft Instructor**
 - Certifies personal watercraft instructors.
- **ISM: International Safety Management Code**
 - Standards for ship and yacht safety.
- **ISPS: International Ship and Port Facility Security Code**
 - Maritime security measures.
- **OOW: Officer of the Watch**
 - Responsible for vessel navigation during watch.
- **AEC: Approved Engine Course**
 - Training for assistant engineers.
- **IMO: International Maritime Organisation**
 - UN agency for maritime regulation.
- **COSWP: Code of Safe Working Practices**
 - Safety guidelines for ships and yachts.
- **MARPOL**
 - International Convention for the Prevention of Pollution from Ships.
- **PBL2: Powerboat Level 2**
 - Certification for powerboat handling.
- **DOE: Depending On Experience**
 - Salary based on experience.