



# Recruit and retain your greatest assets

Ensure high performing crews and safe ships, through recruitment and promotion testing based on world-class assessments





Poor hiring decisions are common, but people often underestimate their impact





We all know the risks if crews don't work well together. Safety and environmental risks, loss of time and money – even reputation can be damaged. In a safety-critical industry such as ours, the consequences can be severe. Seafarer recruitment and promotion are key processes. That's why you need peace of mind that you are selecting teams you can entrust with the care of your people, the environment, cargo and vessels.

## Why pre-employ test your candidates?

- + Improved screening of candidates
- + Greater insight than just a résumé or interview
- + Accurate information about a person's capabilities
- + Peace of mind from objective data-driven decision making
- + Reliable pre-employment data supports ongoing crew competence management and training programmes

Ocean Technologies Group is home to the most recognised and respected names in pre-employment testing. From assessing new joiners to helping the brightest candidates move through the ranks, we equip crewing professionals with tools to recruit and develop the talent their business needs.

### What do you prioritise when evaluating candidates?

1

Assessing their level of knowledge and expertise

2

Building a picture of their skills and cognitive (psychometric) abilities

3

Understanding their personality



## Crew Evaluation System (CES)

The preferred assessment tool among ship operators to evaluate the seamanship knowledge of seafarers. CES reveals the strengths and weaknesses of any given candidate in relation to the skills and experience needed for a specific role.

- + STCW test based on rank, department and vessel type
- + Detailed test based on 10 functional areas
- + Over 6500 randomised multiple choice questions
- + Company-specific test and option to design your own tests

*“A successful hiring manager should be able to identify crucial factors in a candidate’s profile, such as cultural fit, technical abilities and qualifications – helping companies hire the right candidate and avoid the costly repercussions of a bad hire.”*

Master Mariner, Capt. Torger Tau

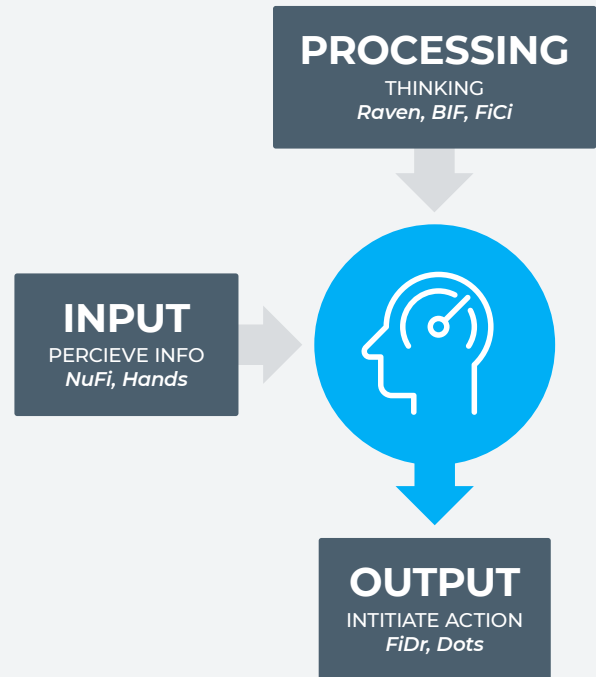


## Ability Profiling (APRO)

Ability Profiling (APRO) is designed to give you objective insights into how candidates are likely to react in safety-critical situations.

As a test developed for use in the maritime industry, by the maritime industry, APRO focuses on three areas essential to performance aboard a vessel:

- + Ability to perceive information
- + Ability to process information
- + Ability to initiate action / make decisions



## Personality Testing – Facet5

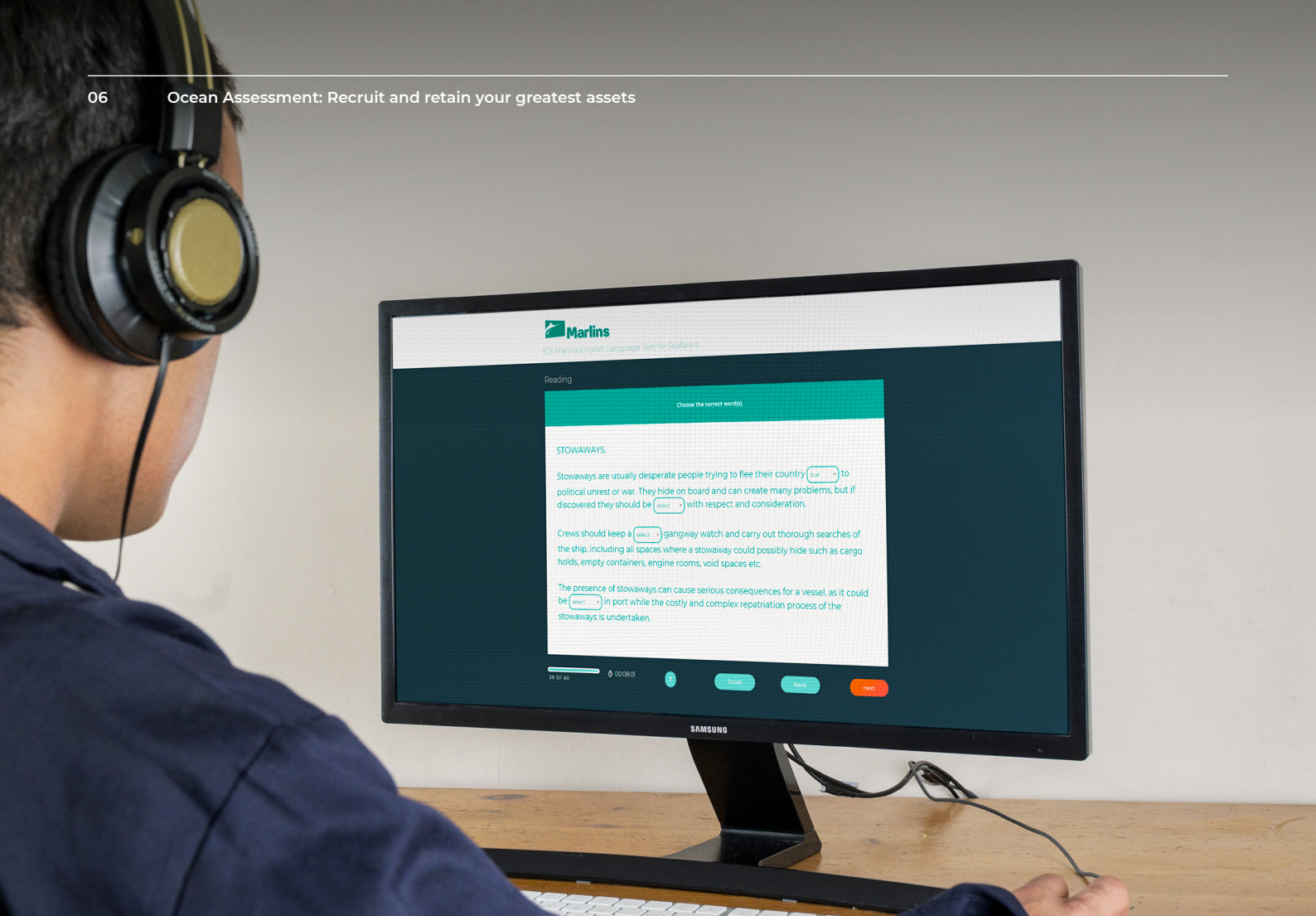
Facet5 helps identify attitudes, opinions and preferences, such as a candidate’s learning style and ability to work well in teams, providing valuable insights for officer and superintendent roles.



**Facet5 is a personality test that measures “the big five” factors:**

<p><b>1</b> <b>Will</b> Determination, domination, independence</p>	<p><b>2</b> <b>Energy</b> Enthusiasm, social skills, involvement</p>	<p><b>5</b> <b>Emotionality</b> Interacts with other factors and affects tolerance to stress, self confidence and emotional stability</p>
<p><b>3</b> <b>Affection</b> Openness, sincerity, generosity</p>	<p><b>4</b> <b>Control</b> Conscience, self-discipline</p>	





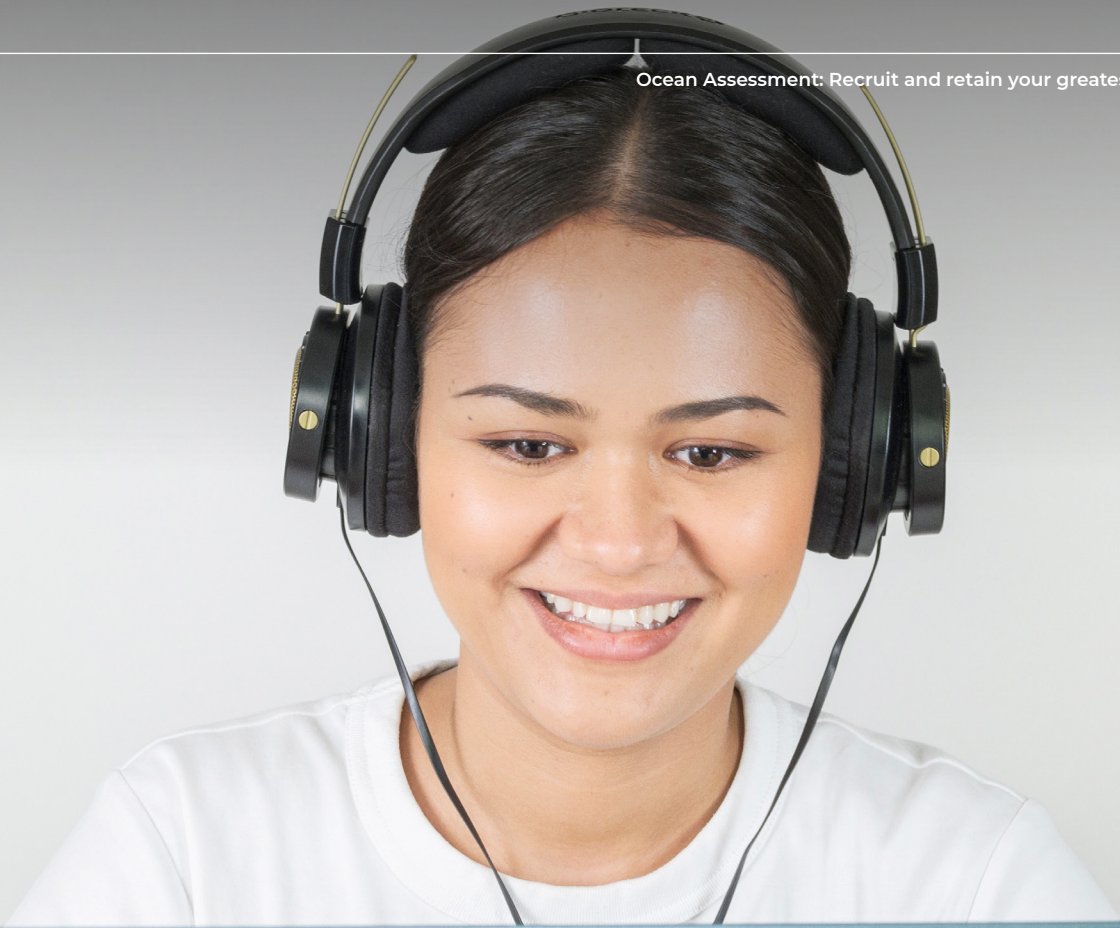
## Marlins English Language Test for Seafarers and Marlins Test of Spoken English

Specifically designed for the shipping industry, this internationally renowned assessment system enables ship operators to measure crews' ability to understand and communicate in English.

- + The global standard for Maritime English Language assessment
- + Designed for use by crew recruiters
- + Endorsed by the International Chamber of Shipping
- + Accepted by Flag States when taken in our Marlins Approved Test Centres

*“The ability of crew to communicate on board, ship-to-ship and ship-to-shore, is critical to the safe operation of the vessel. Misunderstandings can lead to incidents, so not being able to communicate effectively in an emergency can have disastrous consequences.”*

**Catherine Logie, Marlins' Business Development Director.**



## Remote Proctoring AI

Remote Proctoring AI offers an added layer of confidence in online testing, by employing machine learning to monitor assessments in real time.

Our software closely monitors a candidate's on-screen behaviour and physical movement throughout their online assessment, constantly checking for any suspicious activity such as the use of a phone or cheat-sheet, or other people entering or talking in the room.

### Benefits of Remote Proctoring AI:



Recruit and select crew faster



Have transparent, trustworthy online test results



Get a reliable picture of candidates' skills and abilities without physical attendance





# OCEAN

Assessment

Contact us today to see how our team of dedicated experts can help you take your recruitment and promotion to the next level: [contact@oceantg.com](mailto:contact@oceantg.com)

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