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SEA4SHORE

SEA4SHORE
Seafarers Experience Appealing For Shore

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- Lithuanian Maritime Academy (Lithuania)
- University of Rijeka (Croatia)
- IDEC (Greece)
- UPC (Spain)

Project participants

The following participants from the project partners have taken an active part in the work leading to the elaboration of this document, even if they might not have directly contributed writing parts of this document:

- Rima Mickiene (LMA)
- Ugurcan Acar (Maritime Innovators)
- Manuela Gabric (UoR)
- Đani Mohović (UoR)
- Inguna Simane (RTU)
- German De Melo Rodriguez (UPC)
- Aris Chronopoulos (IDEC)

Contents

Introduction

The transition from a seafaring career to a shore-based profession is a significant shift that requires a deep understanding of labour market demands, skills transferability, and professional requirements across different countries. This report analyses the needs of seafarers moving into shore-based roles in Europe, with a focus on Latvia, Lithuania, Czech Republic, Turkey, Spain, Greece, and Croatia. It examines the rules and responsibilities associated with related shore-based professions and identifies challenges and opportunities for seafarers in these regions.

Key Shore-Based Occupations for Seafarers

Seafarers possess valuable technical and operational experience, making them ideal candidates for various shore-based maritime and logistics-related roles. The primary shore-based career pathways include:

Port and Terminal Operations

- Port Captain
- Port Manager
- Marine Surveyor
- Maritime Pilot
- Skipper
- Fisheries Master
- Fisheries Boatmaster
- Fisheries Boatman
- Fisheries Deckhand
- Fisheries Workhand
- Deep Sea Fisheries Workers
- Port Worker
- Port Coordinator
- Port Specialist
- Freight Inspector
- Vessel Operations Coordinator
- Pilot (port/river/canal/channel)

- Dockmaster
- Stevedore Superintendent

Fleet Management and Maritime Operations

- Fleet Superintendent
- Vessel Operator
- Marine Coordinator
- Chief Officer
- 2nd Officer
- 3rd Officer
- Navy Officer
- Deck Officer
- Officer of the Watch
- Decksmen
- Ship Assistant Engineer
- Ship Duty Engineer
- Chief Engineer
- Engineer
- Logistics and Distribution Manager
- Maritime Firefighter
- Maritime Depot Officer
- Maritime Service Officer
- Vessel Traffic Coordinator
- Vessel Operations Organizer
- Yard Operation Organizer
- Voyage Planner
- Harbour Master
- Fleet Manager
- Ship's Crew Manager

Regulatory and Compliance Roles

- Maritime Safety Inspector
- Classification Society Surveyor
- Flag State Officer
- QHSE Manager
- Marine Quality Assurance Specialist
- Risk Manager
- Maritime Inspector
- Port State Control Inspector
- Flag State Inspector
- Customs Agent, Port Operations Manager
- Customs Broker
- Designated Person Ashore (DPA)

Education and Training

- Maritime Instructor
- Simulator Operator
- Nautical Science Lecturer
- Marine Education Trainer
- University Professor of Nautical Studies

Logistics and Freight Forwarding

- Shipping Agent
- Freight Forwarder
- Marine Logistics Coordinator
- Warehouse Stores Assistant
- Logistics Worker
- Logistics Engineer
- Freight Transport Dispatcher
- International Forwarding Operations Coordinator

- Heavy Lift Supervisor
- Power Plant Manager
- Warehouse Manager
- Pump Operator
- Forklift Operator
- Container Crane Operator

Technical and Engineering Roles

- Shipyard Engineer
- Maritime Equipment Specialist
- Technical Superintendent
- Mechanical / Hydraulics Technician
- Apprentice Mechanical / Hydraulics Technician
- Electrical Technician / Supervisor
- Apprentice Electrician
- Remote Operated Vehicle Technician
- Control Room Technician
- Marine Mechanic
- Marine Mechatronics Technician
- Shipwright
- Vessel Assembly Supervisor
- Marine Electronics Technician
- Marine Electrician
- Ship Welder
- Electrical Engineer
- Hydrographic Surveyor
- Hydrographic Surveying Technician

Maintenance and Support Services

- Electrician

- Donkeyman
- Fitter
- Stoker
- Wiper
- Rope Access Manager
- Rope Access Technician
- Painter / Rope Access Technician
- Wind Turbine Technician
- Vessel Engine Tester
- Loading Master
- Jetty Operator
- Cargo/Bunker Surveyor
- Marine Accident Investigator
- Maritime Environment Control Inspector

Catering and Hospitality Roles

- Chief Steward
- Steward
- Bartender
- Cabin Crew Manager
- Ship Chandler

Fishing Industry Roles

- Fisheries Assistant Engineer
- Fisheries Engineering Technician

Maritime Insurance and Business Management

- Maritime Insurance Specialist
- Contracts and Commercial Manager
- Procurement Manager
- Planning Manager

- Project Manager - Grid / Transmission
- Human Resources Manager
- Environment and Approvals Manager
- Project Engineer
- Line Manager
- Head of Supply Chain
- Business Development Manager
- Sales Manager
- Ship Broker

Regional Analysis of Shore-Based Professions

Latvia

Rules & Regulations: In Latvia it is the **Ministry of Transport** that performs the general state administration in maritime matters, for instance, implementation of the state policy and development strategy, ensuring the drafting of laws and regulations pertaining to maritime matters, representing also the state in international organizations. https://www.sam.gov.lv/en/maritime-sector-0

The **Maritime Administration of Latvia** performs a broad spectrum of maritime functions: it registers ships, ship mortgages and maintains the Ship Register; performs inspections of ships; supervises operation of classification societies; issues various conformity certificates; performs port state control; organizes the examination of seafarer qualifications and issues attesting documents; maintains seafarers' certification data base, and many more. https://lja.lv/en

There are several other institutions that perform individual functions in maritime matters in accordance with their competence. These institutions are the following:

- the Coast Guard https://www.mrcc.lv/en/coast-guard-service
- the State Environmental Service https://registri.vvd.gov.lv/eng/about-us/
- the Transport Accident and Incident Investigation Bureau https://www.taiib.gov.lv/en
- the State Security Service https://vdd.gov.lv/en
- the State Border Guard https://www.rs.gov.lv/en

- port authorities https://rop.lv/en, https://www.portofventspils.lv/en/, https://liepaja-sez.lv/en/ , https://skulteport.lv/ .

Further a brief summary of the most important Latvian laws and regulations regarding the maritime affairs will be provided.

Maritime Code

The Maritime Code serves as the foundation of Latvian maritime law, governing both administrative and private legal relations pertinent to legal entities concerning maritime matters. The Code covers a broad spectrum of maritime activities: ship registration and the associated rights, encumbrances on ships and the arrest of ships, provisions, particularly concerning collisions and limitation of liability, transportation of cargo and passengers, salvage operations and the associated properties, the work and welfare of seafarers on ships flying under the Latvian flag, employment relationships, provisions on mobile constructions, as well as administrative offences related to passenger rights on seagoing ships.

https://www.vvc.gov.lv/lv/latvijas-republikas-tiesibu-akti-anglu-valoda/maritime-code-amendments-28052020

Maritime Administration and Marine Safety Law

The Maritime Administration and Marine Safety Law establishes the state administration institutional system for maritime matters in Latvia. This comprehensive legislation also aims to ensure the implementation of and compliance with binding requirements of international treaties and standards concerning maritime safety and security. The law seeks to safeguard maritime safety, security of ships, ports, and port facilities, and prevent environmental pollution from ships. This law also clarifies the institutions responsible for maritime administration and their respective roles in Latvia.

https://www.vvc.gov.lv/lv/latvijas-republikas-tiesibu-akti-anglu-valoda/jurlietu-parvaldes-un-juras-drosibas-likums-ar-grozijumiem-lidz-20102022

Marine Environment Protection and Management Law

This Law establishes the principles for protecting and managing Latvia's marine environment, aiming to achieve and maintain good marine environmental status. It also promotes sustainable use of the sea and marine ecosystem, as well as the protection, preservation, and sustainable utilization of marine resources as outlined in international agreements binding on Latvia. The significance of this Law lies in

its determination of Latvia's continental shelf and exclusive economic zone, including sovereign rights and jurisdiction within these areas.

https://www.vvc.gov.lv/lv/latvijas-republikas-tiesibu-akti-anglu-valoda/marine-environment-protection-and-management-law-amendments-31032022

Law on Ports

This Law sets the principles of port activities and administrative procedures. It contains provisions on port authorities, their functions, structure, financial resources, documents that govern the operation of ports, port regulations, applicable fees, and service charges. It also explains vessel traffic control and the harbour master's role, provides rules on commercial activities in ports, and establishes the Port Development Fund to manage financial resources, support state interests, and enhance the prestige of Latvian ports.

https://www.vvc.gov.lv/lv/latvijas-republikas-tiesibu-akti-anglu-valoda/ostu-likums-ar-grozijumiem-lidz-02022023

In addition to the laws, there are also Minister Cabinet Regulations that provide detailed rules on various maritime activities. Some of the Regulations are briefly further summarized.

- Cabinet Regulation No. 895 (Adopted 22 November 2005)

Regulations Regarding Certification of Seafarers

The Regulation prescribes the procedures and criteria according to which the Registry of Seamen of Maritime Administration of Latvia certifies seafarers.

https://likumi.lv/ta/en/en/id/123870-regulations-regarding-certification-of-seafarers

- Cabinet Regulation No. 710 (Adopted 15 December 2015)

Regulations Regarding Certification, Implementation, and Monitoring of Professional Training Programmes for Seafarers

This Regulation prescribes procedures for issuing and cancelling certificates of conformity, it specifies conditions for implementing the professional training programmes for seafarers, and explains procedures for monitoring the programmes.

https://likumi.lv/ta/en/en/id/278793-regulations-regarding-certification-implementation-and-monitoring-of-professional-training-programmes-for-seafarers

- Cabinet Regulation No. 273 (Adopted 3 June 2014)

Regulations Regarding the Medical Fitness of Seafarers for Work on a Ship

This Regulation outlines the procedures for the medical examination of seafarers and individuals enrolling in professional education programs that lead to seafarer qualifications. It also details the process for issuing medical fitness opinions for seafarers and specifies the criteria used to determine their medical fitness for work on a ship.

- Cabinet Regulation No. 18 (Adopted 14 January 2014)

Regulation on Requirements Defined in Maritime Labour Convention (MLC, 2006) Concerning On-board Accommodation and Recreational Facilities and Conditions Complying with These Requirements

This Regulation prescribes the requirements defined in Maritime Labour Convention concerning on-board accommodation and recreational facilities and conditions complying with these requirements.

Available Careers: In Latvia seafarers have numerous opportunities to transition into shore-based careers. Many positions require maritime-related education (e.g., at the RTU Latvian Maritime Academy).

Latvia has a well-developed maritime sector, and there are several career opportunities within **government institutions** that focus on maritime affairs. Here are some key government institutions in Latvia related to the maritime sector where you can explore career opportunities:

Maritime administration of Latvia (Latvijas Jūras administrācija)

Regulates and supervises maritime safety, environmental protection, and shipping.

- Possible career opportunities:
  - Maritime safety inspector
  - Ship surveyor
  - Port state control officer

- Legal expert on maritime regulations
- Administrative roles in shipping and compliance

Latvian coast guard (Jūras spēku Krasta apsardze)

Operates under the National Armed Forces and ensures maritime security, search and rescue, and border control.

- Possible career roles:
  - Coast Guard officer
  - Maritime rescue specialist
  - Vessel traffic monitoring operator
  - Marine pollution control officer

Freeport authorities (Riga, Ventspils, Liepāja, and others)

Manage Latvia's major ports, ensuring smooth maritime trade and logistics.

- Possible careers:
  - Pilot
  - Port captain
  - Port operations specialist
  - Logistics and supply chain analyst
  - Environmental officer for maritime projects
  - Security and compliance specialist
  -

Ministry of Transport of Latvia (Satiksmes ministrija)

Develops policies for maritime transport and infrastructure.

- Consider international experience (IMO, EU maritime agencies) for higher-level roles
- Possible careers:
  - Policy analyst for maritime and transport sectors
  - International relations officer for maritime affairs

- Project manager for port development and maritime innovation

State environmental service (Valsts vides dienests)

Supervises environmental protection, including maritime pollution control.

- Possible careers:
  - Marine environmental inspector
  - Pollution prevention specialist
  - Water quality monitoring expert

Latvian hydrography service (Hydrographic Division of the Maritime Administration)

Responsible for nautical charts, sea mapping, and navigational data.

- Possible careers:
  - Hydrographer
  - Marine surveyor
  - GIS specialist for maritime mapping

Latvian Border Guard (Valsts robežsardze – Jūras robežapsardzība)

Protects Latvia's sea borders and ensures legal maritime traffic.

- Possible careers:
  - Border control officer
  - Surveillance and patrol specialist
  - Maritime law enforcement

Latvia has also a dynamic maritime and port sector with various career opportunities in **private institutions, organizations, and companies.** The country's strategic location on the Baltic Sea makes it a hub for shipping, logistics, and maritime services. Here are some key areas and potential career paths within the private maritime sector in Latvia:

Shipping & freight companies

These companies handle cargo transportation, vessel operations, and logistics.

- Key Employers:
  - Latvian Shipping Company (LSC SIA) – Specializes in oil and chemical tanker operations.
  - MSC Latvia, Maersk, CMA CGM, DFDS – Global shipping companies with local branches.
  - Baltic Shipping Services – Provides ship management and freight forwarding.
- Possible Careers:
  - Ship Operator / Fleet Manager
  - Marine Superintendent
  - Chartering and Freight Specialist
  - Logistics Coordinator
  - Crew Manager / HR Specialist for Seafarers

Port and terminal operations

Latvia's major ports (Riga, Ventspils, and Liepāja) house various private companies involved in cargo handling, warehousing, and terminal management.

- Key Employers:
  - Riga Freeport Private Terminal Operators (Rīgas Universālais Terminmāls, Riga Bulk Terminal, etc.)
  - Ventspils Nafta Terminals – Oil and gas handling.
  - Liepāja Special Economic Zone Operators
- Possible Careers:
  - Port Operations Manager
  - Terminal Supervisor
  - Cargo Handling Specialist
  - Stevedoring Coordinator
  - Port Security Officer

Shipbuilding & repair companies

Latvia has a small but active shipbuilding and repair industry, mainly in Riga and Liepāja.

- Key Employers:
  - Tosmare Shipyard (Liepāja) – Shipbuilding and maintenance.
  - Rīgas Kuģu Būvētava (Riga Shipyard) – One of the largest ship repair yards in the region.
- Possible Careers:
  - Naval Architect / Marine Engineer
  - Ship Repair Specialist
  - Welding and Fabrication Technician
  - Technical Superintendent

Maritime logistics & freight forwarding

These companies manage the movement of goods via sea, ensuring efficient supply chain operations.

- Key Employers:
  - DHL Global Forwarding Latvia
  - Kuehne + Nagel Latvia
  - DSV Latvia
- Possible Careers:
  - Freight Forwarder
  - Customs Broker
  - Supply Chain Analyst
  - Warehouse Manager

Marine insurance & legal services

Latvia has firms specializing in maritime law, ship insurance, and claims management.

- Key Employers:
  - Maritime Insurance Brokers (e.g., P&I Clubs, Lloyd's representatives)
  - Maritime Law Firms (e.g., Sorainen, COBALT, Eversheds Sutherland)
- Possible Careers:

- Marine Insurance Specialist
- Claims Manager
- Maritime Lawyer
- Risk Analyst

Marine surveying & classification societies

Surveyors assess ship conditions, cargo safety, and regulatory compliance.

- Key Employers:
  - Bureau Veritas Latvia
  - DNV (Det Norske Veritas)
  - Lloyd's Register
- Possible Careers:
  - Marine Surveyor
  - Ship Inspector
  - Classification Society Representative

Offshore & renewable energy

With the growth of offshore wind energy in the Baltic Sea, new maritime careers are emerging.

- Key Employers:
  - Latvian Renewable Energy Companies (in offshore wind development)
  - Offshore Service Providers
- Possible Careers:
  - Offshore Engineer
  - Wind Farm Support Vessel Operator
  - Environmental Compliance Specialist

Latvia offers various career opportunities in the **maritime education sector**, including positions at academies, training centers, and specialized course providers. The country's growing maritime industry

requires skilled professionals to train future seafarers, port operators, and maritime specialists. Here are some key career possibilities in this sector:

Riga Technical university Latvian Maritime Academy (RTU Latvijas Jūras akadēmija - LJA)

The Latvian Maritime Academy (LJA) is the leading institution for maritime education in Latvia, offering degree programs and professional training for seafarers, marine engineers, and port professionals.

- Possible Careers:
  - Maritime Lecturer/Professor – Teaching subjects like navigation, marine engineering, maritime law, and logistics.
  - Training Coordinator – Managing maritime courses and cadet training programs.
  - Researcher in Maritime Studies – Conducting research in shipping, port management, and environmental sustainability.
  - Simulator Instructor – Providing hands-on training using bridge and engine room simulators.
  - Cadet Program Manager – Coordinating internships and career placement for students.

Seafarer training and certification centers

Several private institutions and training centers offer **short courses and certifications** required for seafarers and maritime professionals.

- Key Training Centers:
  - RTU Latvian Maritime Academy Training Center
  - Novikontas Maritime College
  - LAPA Ltd training center
  - LIBAU training center
  - ZERCO training center
  - BOTC training center
- Possible Careers:
  - STCW Instructor – Teaching mandatory seafarer courses (firefighting, first aid, survival training).
  - Safety & Compliance Trainer – Conducting courses on maritime safety regulations.

- Simulator Operator – Running navigation and engineering training simulations.
- Examination Officer – Assessing and certifying seafarers' competencies.

Port & logistics training programs

Ports and logistics companies collaborate with educational institutions to provide specialized training programs for port workers, customs officials, and supply chain professionals.

- Possible Careers:
  - Logistics & Port Operations Trainer – Teaching port management, cargo handling, and supply chain logistics.
  - Customs & Freight Instructor – Training professionals on international trade and customs regulations.
  - Maritime Law & Insurance Lecturer – Educating professionals on legal aspects of shipping and trade.

Maritime research & development

With growing interest in sustainable shipping and port operations, there is an increasing demand for experts in research and innovation.

- Possible Careers:
  - Maritime Researcher – Studying environmental impact, ship efficiency, and new technologies.
  - Hydrography & Navigation Specialist – Working on nautical charting and sea route optimization.
  - Renewable Energy & Offshore Development Trainer – Focusing on offshore wind energy and sustainable maritime operations.

Challenges: Transitioning from a seafaring career to a shore-based job in Latvia presents several challenges, despite the demand for maritime professionals in ports, logistics, and shipping industries. Here are some of the key obstacles seafarers may face:

- **Lack of shore-Based experience**. Many shore-based roles (e.g., port management, logistics, ship surveying) require experience in business, administration, or technical management, which seafarers of lower ranks may lack. Also shore based employers often prefer candidates with previous office or shore-based work experience.

- **Need for additional education & certifications.** Some shore-based jobs (e.g., marine insurance, shipbroking, maritime law, port management) require specialized degrees or certifications beyond a seafarer's traditional qualifications. Certifications like STCW are essential for shipboard roles but may not be sufficient for shore-side careers.
- **Salary differences.** Seafarers, especially officers, often earn higher salaries at sea compared to shore-based jobs. Shore-based positions in Latvia may not offer the same financial benefits, making the transition difficult**.**
- **Adapting to a different work environment**. Seafarers are used to structured schedules and a hierarchical work culture onboard. Shore-based jobs require different skills like office communication, teamwork, and business decision-making.
- **Limited job availability in niche maritime roles**. Some maritime roles (e.g., fleet management, ship surveying) have limited openings in Latvia. Many shipping and logistics companies have regional headquarters elsewhere, limiting high-level career opportunities locally.
- **Competition from non-seafarers**. Seafarers may compete with business graduates and experienced shore-based professionals for managerial roles. Some employers may prioritize candidates with office-based experience over maritime experience.
- **Psychological & lifestyle adjustments**. A career at sea involves travel and work around the word, while shore jobs are more routine and office-based. Some seafarers struggle with adjusting to a 8-to-5 work schedule after years of long sea voyages.

Lithuania

Rules & Regulations: In Lithuania, the **Ministry of Transport and Communications** is the main institution responsible for regulating transport policy, including seaports, inland waterways, logistics, and offshore wind energy. It oversees and delegates specific functions to key institutions involved in water transport management. The following institutions and companies operate under the supervision of the **Ministry of Transport and Communications**:

- **Lithuanian Transport Safety Administration (LTSA)** – responsible for transport safety and regulatory compliance (www.ltsa.lt).
- **Klaipėda State Seaport Authority** – manages and develops Klaipėda Port infrastructure and operations (www.portofklaipeda.lt).
- **Lithuanian Inland Waterways Authority** – oversees the maintenance and development of inland waterways (www.vvka.lt).

The Ministry of Transport and Communications of the Republic of Lithuania establishes the requirements for merchant shipping and maritime safety as well as the procedure for implementing the requirements laid down in EU legislation and international agreements of the Republic of Lithuania which govern water transport activities and maritime safety; this ministry also publishes mandatory legislation. Below are the main regulatory frameworks with brief descriptions and references:

1. Port and Maritime Transport Regulations

- **Republic of Lithuania Law on Maritime Safety**: Establishes requirements for safe navigation, vessel traffic control, and the responsibilities of entities involved in maritime activities. The Lithuanian Transport Safety Administration (LTSA) is responsible for ensuring compliance with this law (https://e-seimas.lrs.lt/rs/legalact/TAD/102e4ea2c43111e5a141fecd4d43d786/)
- **Regulations on the Registration of Operations with Oil, Hazardous Substances, Wastewater, and Waste on Ships and Port Reception Facilities**: Governs the registration of hazardous material handling operations to ensure environmental protection.
- **Temporary Permit Issuance for Ships to Sail Under the Lithuanian Flag**: Defines the conditions and procedures for temporarily granting a ship the right to sail under the Lithuanian flag.
- **Rules for the Initial Inspection of Ships**: Outlines the procedures for assessing a vessel's technical condition before it enters operation.

- **Klaipėda State Seaport Navigation Rules**
- **CSS Code, BLU Code, IGF Code, ISPS Code and Other IMO Codes**: These codes regulate cargo handling operations in ports. LTSA continuously supervises and inspects cargo handling companies to ensure they comply with these codes. If non-compliance is identified, the cargo handling license may be suspended.
- **Occupational Safety Regulations for Ships and Enterprises at Port:**

The LTSA certifies entities providing maritime safety services and supervises their activities. According to this function, the LTSA grants licenses for the following activities through company certification:

- Ship crew management
- Ship supply services
- Ship and shipping line agency services
- Ship technical inspection companies
- Cargo handling companies, Stevedoring Companies

Ship and Shipping Line Agency Licensing Requirements

To conduct ship or shipping line agency activities in Lithuania, company (and person) must comply with specific regulations. While some requirements have changed over time, the key aspects remain (:

- **Financial Guarantee**: The company must have a financial guarantee, such as a bank guarantee or insurance surety, to ensure obligations are met. Previously, this amount was set at 200,000 LTL, but the current amount should be verified.
- **Manager's Qualifications**: The company's manager or responsible person should have relevant education and work experience in the maritime agency sector.
- **Language Proficiency**: The manager or responsible person must be proficient in Lithuanian and English, which are essential for effective communication in the maritime industry.
- **No Criminal Record**: The person responsible for ship agency activities must not have a criminal record for serious offenses or financial crimes.

Additionally, the company or person, must comply with the Maritime Shipping Law of Lithuania, which governs the transportation of cargo, passengers, and baggage by sea, as well as other maritime activities. Ship and shipping line agency operations can only be carried out after LTSA certification. Similar licensing requirements apply to companies providing crewing and ship supply services.

Stevedoring Companies and Cargo Handling Licensing Requirements

Stevedoring Companies operating in the port are subject to even stricter controls. To engage in cargo handling operations in Klaipėda Port, a company must comply with specific regulations and procedures, including:

- **Contract with the Klaipėda State Seaport Authority**: Companies must enter into an agreement with the port authority to operate within the port. This contract grants the right to use port infrastructure and provide cargo handling services.
- **Obtaining a License**: According to Lithuanian laws, companies providing cargo handling services in maritime transport must obtain a license. The LTSA evaluates whether a company meets the required criteria before issuing the license.
- **Compliance with Klaipėda Port Navigation Rules**: Companies must adhere to port navigation rules, which regulate port usage, vessel movements, and cargo operations.
- **Compliance with IMO Codes and Environmental Regulations**: Cargo handling activities must comply with environmental protection regulations to minimize negative environmental impacts.

These requirements are crucial for starting a career in a port stevedoring company in roles such as stevedore, operations director, ship cargo planner, storage yard planner, and other logistics coordination positions.

2. Logistics Sector Regulations

The logistics sector is regulated by the **Ministry of Transport and Communications of Lithuania**, but its activities are coordinated by two divisions: **the Lithuanian Transport Safety Administration (LTSA)** and **AB Lithuanian Road Administration**.

- **Regulations of the Lithuanian Ministry of Transport and Communications**: Define the ministry's functions in forming state policies for transport, transit, and logistics, as well as overseeing their implementation.
- **Regulations of the Lithuanian Transport Safety Administration (LTSA):** Define the responsibilities of the administration in ensuring safety in the transport sector, including logistics.
- **Lithuanian Transport Code**: Governs the transport sector's operations, including licensing requirements for logistics and freight transport companies.

Licensing Requirements for Road Transport Companies

In Lithuania, road transport company operations are regulated by the Lithuanian Road Transport Code. According to Article 8, companies engaged in professional road transport must meet **professional competence requirements**, including having a certified transport manager with a valid professional competence certificate:

- **Lithuanian Road Transport Licensing Rules**: Government decree regulating the licensing of road transport activities.
- **EU Regulation (EC) No. 1071/2009**: Establishes common rules for access to the road transport profession and requires companies to appoint at least one physical person as a transport manager responsible for overseeing operations.

- **The LTSA** issues **transport manager professional competence certificates** after successful completion of the required examination.

4. Offshore Wind Energy Regulations

- **The Ministry of Energy of the Republic of Lithuania** shapes offshore wind energy policy and regulates related legislation. It organizes tenders and oversees the issuance of permits for investors.
- The **National Energy Regulatory Council (VERT)** ensures that offshore wind energy projects comply with electricity market rules. It regulates electricity tariffs and monitors market competitiveness.
- **Technical Regulations for Connecting Wind Power Plants to the Electrical Grid**: Defines requirements for offshore wind farms connected to the national electrical grid.
- **Baltic Sea Wind Park Development Projects**: Lithuanian Ministry of Energy information regarding offshore wind energy development, including legislation governing project tenders for wind farm developers.
- **European Marine Renewable Energy Strategy**: A European Parliament resolution outlining the strategy for marine renewable energy, which influences Lithuania's wind energy regulations.
- **Global Wind Organisation (GWO) Standards**: Widely applied in the wind energy sector to ensure worker safety and operational efficiency. In Lithuania, GWO standards are recognized and required for offshore wind turbine technicians, as well as supply and crew transfer vessel crews.

These regulations and policies establish the legal framework for activities in ports, logistics, and offshore wind energy sectors in Lithuania, ensuring safety, efficiency, and sustainability.

Available Careers: In Lithuania, seafarers have various opportunities to transition into shore-based careers. However, some positions require additional certification and specialized training. There is a high demand for professionals in port logistics, maritime safety, and shipping operations, particularly in port operations management, ship surveying, and maritime law enforcement.

In **government institutions**, seafarers can work in specialist and managerial positions within the Ministry of Transport and Communications, the Lithuanian Transport Safety Administration (LTSA), and Klaipėda State Seaport Authority. They can also become port masters, port state control inspectors, and flag state officers. Additionally, former seafarers find roles in the Coast Guard Service, working as rescue vessel captains, vessel traffic system (VTS) operators, and maritime safety specialists.

In **private maritime companies**, there is a growing need for experienced captains and engineers in shore-based positions. Common roles include ship superintendents, technical inspectors, fleet operations managers, and marine insurance specialists. Many captains gain valuable experience in maritime operations management, enabling them to transition into managerial roles. They can work as shipping operations managers, cruise line managers, marine insurance specialists, or maritime law experts, overseeing vessel movements, cargo transportation, risk assessment, and legal disputes.

Over the past decade, Lithuania's private logistics sector, related to seaport activities, has expanded, leading to increased demand for professionals in port operations, cargo logistics, and terminal management. Many former seafarers successfully move into roles such as stevedoring managers, cargo planners, and port logistics coordinators. Some also pursue careers in maritime education, becoming lecturers or training instructors in maritime academy and professional training centers.

Lithuania has initiated the development of a **500 MW offshore wind farm in the Baltic Sea**, marking a significant step towards increasing the country's renewable energy capacity. This project is expected to

drive economic growth and create new business opportunities in the maritime, logistics, and port industries. In response to this development, **port companies in Klaipėda** are adapting to new types of cargo, specializing in the handling and logistics of offshore wind turbine components. The growing demand for large-scale wind energy infrastructure has led to increased investments in port storage, lifting equipment, and specialized handling operations to accommodate wind turbine blades, towers, and nacelles.

Simultaneously, **shipping companies** are expanding their fleets to support offshore wind operations. There is a rising demand for crew transfer vessels (CTV) and supply vessels to facilitate offshore wind farm construction and maintenance. As a result, the maritime sector is actively recruiting crew transfer vessel personnel, supply vessel crews, and small vessel operators to support the expanding offshore wind industry.

This shift presents new career opportunities for seafarers and maritime professionals looking to transition into shore-based or offshore renewable energy-related roles, reinforcing Lithuania's position as a key player in the Baltic region's offshore wind development.

With the right qualifications and experience, seafarers can build fulfilling shore-based careers in Lithuania's maritime, logistics, and offshore wind energy industries.

Profession	Requirements	Certifying or Licensing Authority	Education
Vessel Traffic Monitoring Specialist	Education in maritime transport or engineering, experience in navigation.	Lithuanian Transport Safety Administration (LTSA)	Bachelor degree (maritime navigation, transport engineering,)
Maritime Inspector	Maritime qualification, experience in maritime safety.	LTSA, International Maritime Organization (IMO) requirements	Bachelor degree (maritime engineering, maritime navigation)
Port Captain Office Officer	Experience in port operations and vessel traffic management.	LTSA Klaipeda State Seaport Authority,	Bachelor degree (port management, maritime administration)
Navigation Equipment Technician	Knowledge of technical maintenance and navigation systems.	LTSA, maritime navigation equipment suppliers	Vocational or bachelor's degree (electronics, navigation)
Ship Technical Maintenance Specialist	Maritime engineering or technical specialization.	LTSA, ship classification societies	Bachelor degree (maritime engineering, technical maintenance)
Transport Manager	Transport manager certification, managerial skills.	LTSA Transport Manager Certification	Bachelor's degree (Maritime transport logistics technologies, maritime navigation)
Ship Pilot	Maritime qualification, ship navigation experience, health check.	LTSA Klaipeda State Seaport Authority,	Bachelor or Master of Science degree (maritime navigation)
Wind Turbine Technician	GWO certification, electrical or mechanical engineering education.	Global Wind Organisation (GWO), technical training centers	Bachelor's degree (electrical engineering, mechanics)

Wind Turbine Supply Vessel Crew Member	GWO survival at sea certification, maritime qualification.	GWO, LTSA	Vocational training or GWO certifications
Wind Turbine Supply Vessel Crew Officerr	GWO survival at sea certification, maritime qualification	GWO, LTSA	Bachelor or Master of Science degree (maritime navigation)
Crew Change Vessel Worker	Maritime qualification, experience in crew change operations.	LTSA, maritime crew management institutions	Vocational training or courses (ship operations management)
Ship Agent	Education in shipping or logistics, knowledge of port procedures.	LTSA, port authorities, maritime agencies	Vocational or bachelor's degree (Maritime transport logistics technologies, maritime navigation;)
Crew Management Specialist	Maritime qualification, experience in crew management.	LTSA, maritime crew recruitment agencies	Vocational or bachelor's degree (maritime navigation; maritime engineering)
ISPS Officer in Port	ISPS certification, knowledge of security procedures.	LTSA, port authorities, international security agencies	Bachelor or master of Science degree (maritime navigation; maritime engineering)
ISPS Officer in Shipping Company	ISPS certification, implementation of company security policies.	LTSA, International Maritime Organization (IMO)	Bachelor or master of Science degree (maritime navigation; maritime engineering)
Training Instructor	Maritime qualifications, experience in training Instructor	Maritime training centers, higher education institutions	Bachelor or master of Science degree (maritime navigation; maritime engineering)
Maritime Academy Lecturer	Higher education, pedagogical experience, maritime competence.	Maritime academies, higher education institutions	Master of Science degree (maritime sciences, maritime engineering, maritime navigation)
Cargo Rigger in Port	Rigger certification, experience in cargo securing.	Occupational safety authorities, LTSA, port administrations	Vocational training (cargo securing, safety)
Dockyard Mechanizatio n Specialist	Mechanization qualification, experience with dockyard equipment.	Port authorities, technical training institutions	Vocational training (mechanization, port equipment operation)
Cargo Handling Equipment Operator	Cargo handling equipment operator certification, experience in port terminals.	Port terminal management institutions, LTSA	Bachelor degree (maritime engineering, maritime navigation)
Loadmaster	Experience in the different types of tanker operation, cargo handling	LTSA Companies Police	Bachelor or Master of Science degree (maritime engineering, maritime navigation)

Stevedoring Company Supervisor	Experience in stevedoring operations, port logistics knowledge.	Port authorities, stevedoring companies	Bachelor's or master of Science degree (maritime navigation)
Container Surveyor	Experience in container inspection, cargo marking knowledge.	LTSA, international classification societies	Vocational training (maritime navigation)
Cargo Surveyor	Experience in cargo inspection, understanding of documentation.	LTSA, cargo insurance companies, international surveying organizations	Vocational training (maritime engineering, maritime navigation)
Ship Surveyor	Maritime technical expertise, ship condition assessment skills.	LTSA, ship classification societies	Bachelor degree (maritime engineering, maritime navigation)
Ship Technical Inspector	Maritime technical expertise, ship classification and maintenance knowledge.	LTSA, ship classification societies, shipping companies	Bachelor or master of Science degree (maritime engineering, maritime navigation)

Challenges: Demand for skilled professionals in port logistics and engineering exceeds supply.

The integration of seafarers into the shore-based job market comes with several challenges.

Firstly, **salary differences** between seafarers and shore-based employees are significant. Wages at sea are often higher due to demanding working conditions, additional benefits, and allowances. As a result, transitioning to shore-based jobs may seem financially unattractive. Additionally, there is uncertainty regarding career growth—at sea, career progression follows a clear hierarchical path, whereas in shore-based companies, structures can be more flexible or less defined, making it difficult for seafarers to navigate career advancement.
Secondly, the **unclear applicability of seafarers' qualifications** limits their transition to shore-based sectors. Seafarers possess technical, managerial, and emergency response skills, but these are not always formally recognized in the shore-based labor market. There is a lack of systematic qualification equivalencies, often requiring additional training or certifications. Moreover, employers may not fully understand the competencies of seafarers, leading to difficulties in matching their skills with shore-based job requirements.
Another issue is **the difference in workplace culture**. Seafarers are accustomed to strict hierarchy and clearly defined responsibilities, whereas shore-based companies tend to have more flexible organizational structures. This can create adaptation challenges. Additionally, there is a lack of specialized support programs to help seafarers transition into new professions, provide mentorship, and offer practical training opportunities.

Possible Solutions:

- Develop clearer career transition pathways to show how seafarers can shift to shore-based jobs with the necessary training.
- Expand VET (Vocational Education and Training) programs to provide missing skills.
- Increase awareness among employers about the competencies of seafarers.

- Offer financial incentives or subsidies to encourage seafarers to enter the shore-based labor market.
- Create specialized consultation programs that provide support for transitioning from a maritime to a shore-based career.

These steps would facilitate the integration of maritime academy graduates into shore-based industries and ensure long-term career sustainability for seafarers.

Turkey

Rules & Regulations: Governed by the Directorate General of Maritime Affairs under the Ministry of Transport (https://maritime.uab.gov.tr/)

Available Careers: There following job profiles that seafarers can uptake but, in some occasions, it needs further certification and courses. There is a high demand for technical superintendents, marine insurers, and port operations managers in Turkey.

In government institutions, seafarers can work in various roles such as specialists, assistant specialists, undersecretaries, and department heads, particularly in the Ministry of Maritime Affairs, Transport, and Communications. There are still examples of this today. Additionally, they can serve as port masters in port authorities or work in supervisory positions, and they can also become port state or flag state officers. In the Coast Guard, they can work as captains on tugboats and rescue vessels, or they can become operators in Vessel Traffic Systems (VTS), systems that monitor ships remotely to ensure safe navigation through the straits and Turkish territorial waters. Furthermore, there are opportunities to work as pilot captains in various institutions.

In private maritime companies, there are also many job opportunities for captains. The most common shore-based jobs for captains include roles like ship deck inspector, company personnel manager, and department heads in quality, operations, etc.

Additionally, in recent years, private port operations in Turkey country have developed significantly. Many of the port managers, port authorities, and individuals with authority in loading and unloading operations at these private ports are actually successful individuals who have previously worked as captains and received captaincy training."

Challenges: Turkish seafarers as many remains at sea for a long time therefore some old generation need for upskilling in digital maritime technologies and regulatory compliance. There is barrier for some maritime jobs for seafarers to be undertaken due to higher education diploma requirement as not all seafarers have diploma but certificate of competency.

Spain

Rules & Regulations: Governed by the “Dirección General de la Marina Mercante” under the Ministry of Transport and mobility sustainable https://www.transportes.gob.es/marina-mercante/titulaciones/direccion-general-de-la-marina-mercante)

Available Careers: The Graduate in Marine Technologies is in possession of a wide range of possibilities in terms of professional opportunities. Without pretending to be completely exhaustive, the main ones are: Companies dedicated to:

1. Operation and maintenance of ships and off shore platforms.
2. The maintenance of any type of technical processes.
3. The preparation of technical projects.
4. The preparation of measurements, appraisals, valuations, expert reports, studies and reports in the field of Marine Technology.
5. Repair and construction of ships, platforms, plants and marine systems.
6. Construction management of industrial plants.
7. Mechanical systems, both static (structures) and dynamic (machines), hydraulic and energy systems.
8. Energy and environmental management.
9. Production of a wide variety of industrial products.
10. Prevention of occupational risks.
11. Classification and quality assurance companies.
12. Marine research.
13. Prospecting and exploitation of marine resources.

The following are the main professional profiles whose skills prepare those who have passed the acquisition, understanding and application of the knowledge granted by the Bachelor's Degree **in Nautical and Maritime Transport**, giving the ability to gather and interpret relevant data to make value judgments within the field of application:

Other activities in the maritime sector, such as:

1. Insurance.
2. Protection and Indemnity Clubs.
3. Surveyors by Vetting.
4. Classification Societies.
5. Shipyards, Dock Captains, Sea Trials.
6. Nautical Needle Compensators.
7. Specialized banking and naval financing.
8. Auxiliary industries (Habilitation, painting, etc.).
9. Maritime consultants and Damage Commissioners.
10. Official Colleges.
11. Shipping companies.
12. Shipowners' Associations.
13. Shipping Agencies.
14. Port operators.
15. Dredging and port towing.
16. Recreational ports.

Business management:

The experience gained in ship management has a great application in all types of private companies, such as commercial managers or managers, human resources, etc.

Safety:
A small part of the graduates carry out functions in activities related to security,

1. Fire brigades.
2. Port police.
3. Occupational Risk Prevention

Logistics:
The activity of freight forwarders, international trade and customs agencies also occupies a small part of these graduates.

Public administration:

1. General Directorate of the Merchant Navy.
2. Maritime Captaincies.
3. Pilotage.
4. Port Authorities.
5. Social Institute of the Navy.
6. Directorate-General for Fisheries.
7. Fisheries Inspection.
8. Customs Surveillance Service.
9. SASEMAR (Maritime Traffic Control, Maritime Rescue and Rescue).
10. Maritime Administration of the Autonomous Communities

1. Meteorological Services.
2. Air Traffic Control.
3. Armada.
4. Fishermen's Guilds and Fish Markets.
5. Self-employed professional. Many of the activities listed in the preceding paragraphs can be carried out as self-employed professionals.

Teaching and Research:
Challenges: Competitive job market, preference for candidates with additional business or logistics qualifications.

The industrial sectors in which the Bachelor's Degree in Marine Technologies has a place can be very varied.

1. Sector naval:

i. Ships and shipping companies.
ii. Marine plants and platforms.
iii. Inspection and classification.
iv. Shipbuilding.

2. Energy sector:

i. Cogeneration plants.

ii. Thermoelectric power plants.
iii. Air conditioning.
iv. Petrochemical plants.

3. Mechanical construction sector:

i. Machinery and mechanical equipment.
ii. Materials.
iii. Industrial maintenance.

4. Industrial construction sector

Greece

Rules & Regulations: Governed by the Hellenic Ministry of Maritime Affairs, ensuring compliance with STCW and EU maritime policies. The Ministry of Maritime Affairs and Insular Policy's top priorities are to support and grow Greek shipping, improve jobs for Greek seafarers and shipping companies on land, and set up structures that encourage specialization and further contribute to the growth and dissemination of the rich maritime knowledge base. All these actions will ultimately increase Piraeus's competitive advantage and strengthen Greek shipping.

https://www.ynanp.gr/en/

Some extra data on the current state in Greece are the following:

Key Elements of Greek Shipping Policy

Acknowledging the importance of shipping to the Greek economy and society at large, the Hellenic Maritime Administration consistently supports shipping activities by means of a well-thought-out institutional framework that includes proactive measures to boost the maritime sector's competitiveness internationally, secure high-level representation at EU and international organizations, and ensure a stable business environment for the continued growth of the Greek fleet and maritime cluster.

The International Maritime Organization One of the original members of the International Maritime Organization, Greece consistently participates in the Council of the IMO's Category "A," which elects nations with the greatest interest in offering international shipping services. Recognizing the vital role the IMO plays in regulating all facets of international shipping, Greece is actively contributing to the discussions held by all IMO Organs by putting forward proposals that realistically address the operation of international shipping. This will guarantee their uniform and worldwide implementation, ensuring flag neutrality and achieving the necessary level playing field.

Some relevant bodies are:

The Greek Seamen's Pension Fund (The oldest insurance institution in Greece and Europe)
A few months ago, the Fund has issued a 2nd report on "The Seafarers Employment in Greece" which is a

more synthetic fixation of maritime employment and the profile of the maritime labour market and provides a sound and objective framework for drawing comparative conclusions on an annual basis. This document can help to effectively address the key development challenges of the human resources of the Greek Shipping industry.

The Seafarers' employment agency

It is a public body and its mission is, among others, to ensure that unemployed Greek seafarers find work, to apply in writing to the relevant seafarers' unions to cover the requested specialty etc.

Available Careers: Strong demand in ship management, classification societies, and fleet operations.

Greece, with its rich maritime heritage and one of the largest fleets in the world, offers vast career opportunities for Greek seafarers. The country's deep-rooted connection to the sea has established shipping as a cornerstone of its economy, contributing significantly to national income and global trade. This legacy continues to provide diverse and exciting pathways for professionals within the maritime industry, creating opportunities for skilled seafarers to thrive.

Greek seafarers can pursue a variety of roles across different sectors, from serving as captains, officers, and crew members on merchant ships and luxury cruise liners to working in specialized positions with the Coast Guard. Additionally, there are opportunities within port authorities, where seafarers can work as port managers, customs officers, or in other administrative capacities. These roles not only offer competitive salaries but also provide substantial job security, as Greece's strategic location and importance in global shipping ensure a continuous demand for maritime professionals.

In addition to traditional seafaring roles, Greek seafarers can also find opportunities in emerging fields, such as maritime technology, vessel traffic management systems (VTS), and ship maintenance. With major Greek shipping companies constantly expanding their operations, there are ample chances for career development and specialization. The maritime sector thus offers a wealth of opportunities for professional growth, ensuring that Greek seafarers can build long-lasting and rewarding careers in a dynamic and ever-evolving industry.

Challenges: Seafarers in Greece face many difficulties, such as long periods of isolation and lack of communication with their families, which affects their mental health. The hard and dangerous nature of the work, the long working hours and the risks of accidents are significant challenges. In addition, the lack of adequate support and the economic uncertainty in the Greek maritime market make it even more difficult for seafarers. Attracting young people to the sector is difficult, as working conditions and limited career opportunities discourage the younger generation from choosing shipping as a career.

In today's globalised maritime labour market, one of the main problems is the shortage of seafarers, especially experienced officers. Although the global supply of officers is steadily increasing, the demand is still higher than the supply. An additional problem is that increased demand can lead to reduced quality of training. Ships and maritime technology in general have become more advanced and require well-trained personnel. Moreover, in the coming decades the use of partially or fully autonomous vessels is expected, imposing significant changes in education and training of crew members. Thus, in terms of training of seafarers, the main future challenges will focus on ways to ensure an adequate

supply of well-trained seafarers and adapting training systems to the needs of autonomous boat operators.

Croatia

Rules & Regulations: In Croatia, transport policy — including seaports, inland waterways, and logistics — is primarily managed by the **Ministry of Sea, Transport and Infrastructure**. https://mmpi.gov.hr/en

In Croatia **Harbour master's offices (under the jurisdiction of the ministry)** are responsible for the control of navigation in the internal and territorial waters of the Republic of Croatia, actions of search and rescue on sea, inspection of navigation safety, inspection of the maritime domain, registration and deletion of vessels as well as organizing a register of vessels. Additional tasks include establishing a vessels' ability to navigate, tonnage measurement of ships, handing out of documents necessary for navigation, establishing the level of proficiency in case of professionals employed in the maritime transport etc.

Available Careers: Depending on the level of education and previous seafaring experience various career options are available.

- Nautical tourism-related roles- Skippers, marina personnel (there are 50+ marinas in Croatia)
- Maritime education centres – there is a considerable number of maritime education centres which employ ex-seafarers as instructors for STCW and other courses
- Maritime high schools – there are six high schools in Croatia which include, in their programme, maritime related careers.
- Maritime Faculties – position of an Assistant (start of a researchers career – phD programmes in higher education institutions).Currently there are four faculties in Croatia
- Maritime pilotage – pilot position in various ports in Croatia
- Shipping agencies – shipping agent career
- Crewing agencies – administrator or recruitment specialist
- Inspectors, surveyors – various positions include: ITF inspectors, Port state control inspector, Croatian register of shipping surveyor
- Harbor master office – various positions (SAR, administrators, etc.)
- Shipping companies – superintendent, fleet managers, crew managers
- Port authority – various positions
- Vessel traffic service – operators
- Shipyard positions

- Air, Maritime and Rail Accident Investigation Agency

Challenges: There are several challenges in workplace transition (sea to shore) in Croatia.

- Seafarers do not have a clear "path" from sea to shore, there is a lack of information for the possibilities of transition from sea to shore
- The salaries at sea are still much higher than those on shore. For this reason many seafarers stay onboard until they are financially secured and decide to transfer to shore in the later stages of their career,
- For some of the available jobs, the demand is much lower than the supply (the job openings are rare)
- For the position of a skipper, there is a seasonality factor, that is the work is available during summer months
- STCW certifications are essential for onboard careers and roles like skipper or marine pilot. However, the skills and knowledge these certifications validate appear to have little or no relevance for transitioning to certain other careers.
- While personnel onboard is acquiring relevant experience regarding port operations, there could be a preference for job candidates with logistics qualifications

Skill Gap Analysis

Transitioning from shipboard roles to shore-based professions reveals several **common skill gaps** among seafarers in Europe. Across Latvia, Lithuania, Turkey, Spain, Greece, and Croatia, many ex-seafarers find they must acquire new competencies to meet the demands of land-based jobs. These gaps fall into two broad categories – technical skills and soft skills – which are often underdeveloped in seafarers' sea-going careers.

Technical Skill Gaps

- **Digital and IT Proficiency:** Many seafarers, especially those from older generations, require upskilling in digital tools and information technology. Modern shore roles demand familiarity with office productivity software, enterprise IT systems, and data-driven applications, which goes beyond the equipment and systems used onboard. For example, port operations and logistics roles may involve using advanced databases or planning software, and seafarers need to build confidence in these technologies.
- **Regulatory and Industry Knowledge:** Shore-based positions also call for a strong grasp of **national and international regulations** governing ports, shipping companies, and logistics. While seafarers are well-versed in maritime conventions (like STCW) for onboard safety, they often lack detailed knowledge of the legal and compliance frameworks on shore (e.g. customs regulations, environmental standards, trade laws). Understanding industry-specific practices –

from port security protocols to commercial insurance principles – is a common deficiency that must be addressed through additional training.

- **Formal Education and Certification:** A number of high-responsibility shore jobs require academic degrees or specialized certifications that seafarers do not typically possess. For instance, careers in maritime law, shipbroking, or senior port management may demand a university diploma or professional license beyond a seafarer's Certificate of Competency. This educational gap means that experienced mariners might be overlooked for shore positions if they haven't obtained the necessary formal qualifications. Their shipboard certificates (though valuable at sea) often are not recognized as equivalent credentials on land, forcing seafarers to pursue further education or bridging courses.
- **Business and Administrative Skills:** Seafarers transitioning ashore frequently **lack experience in business, administration, and office management**. Running a ship involves operational expertise, but shore roles demand additional competencies in areas like budgeting, HR management, procurement, and general administration. Many seafarers – particularly those of lower rank – have had limited exposure to office environments or managerial duties beyond the ship, leaving them at a disadvantage when applying for roles that require managing teams, handling paperwork, or strategic planning. Likewise, knowledge of supply chain logistics and commercial operations (often learned through business experience) may be underdeveloped, creating a gap when seafarers compete with business graduates for the same jobs.

Soft Skill Gaps

- **Communication and Teamwork:** Effective communication in a shore-based workplace differs from onboard communication. On ships, communication is often direct and orders-based within a strict hierarchy. In contrast, shore jobs require more nuanced **office communication, teamwork, and collaborative problem-solving** across departments. Former seafarers may need to improve their written communication (for emails, reports) and adapt to working with colleagues from non-maritime backgrounds. Skills like active listening, presenting in meetings, and coordinating in multi-disciplinary teams are commonly underdeveloped due to the isolated and hierarchical nature of shipboard life.
- **Adaptability to Corporate Work Culture:** The work culture on land can be a stark change for someone coming from sea. Seafarers are used to a regimented schedule and well-defined authority structure, whereas shore-based workplaces tend to have more flexible hierarchies and a 9-to-5 routine. Adapting to this different environment is challenging – many seafarers struggle with the **independence and self-direction** expected in office settings after years of following orders onboard. They must also adjust to the lifestyle change of being home daily and maintaining a work-life balance. The ability to integrate into an organizational culture – with its office etiquette, multidisciplinary teams, and often less formal style – is a soft skill that does not always come naturally to former ship crews.
- **Leadership and Management Style:** Although senior seafarers (officers) have leadership experience managing crews, the style of management needed on shore can be quite different.

Shore roles often value a more collaborative, consultative leadership approach rather than the command-and-control model used at sea. Ex-mariners may need to develop skills in **mentoring, team-building, and strategic decision-making** suited to a corporate environment. For example, managing shore-based projects or departments might require negotiation, cross-functional leadership, and long-term planning – areas where seafarers might not have extensive practice.

- **Networking and Stakeholder Engagement:** Seafarers typically operate in a closed community (the ship and the immediate maritime stakeholders), so they may lack experience in professional networking and external stakeholder engagement. In shore-based careers, success can depend on building relationships with a broader range of people – clients, regulatory authorities, vendors, and industry peers. The **soft skills of networking, client service, and stakeholder communication** are often underdeveloped. Seafarers moving ashore might need guidance in networking at industry events, marketing their transferable skills to potential employers, and navigating the less formal social dynamics of a land-based workplace.

Conclusion

The **SEA4SHORE Need Analysis** reveals that seafarers across the studied European countries share many common experiences when pursuing shore-based employment. Firstly, a wide range of **career pathways** is available to ex-seafarers in all six countries. These pathways typically fall into similar categories: **port and terminal operations** (e.g. port captain, marine pilot, stevedore supervisor), **fleet management and maritime services** (such as vessel superintendent, fleet manager, crew coordinator), **regulatory and compliance roles** (port state control inspector, maritime safety officer, classification society surveyor), **maritime education and training** (instructors at nautical academies, simulator operators), and **maritime business and logistics** (shipbroker, marine insurance assessor, shipping company executive). Each country's profile highlights opportunities in these areas, leveraging the practical expertise of former seafarers. For example, Latvia and Lithuania channel ex-seafarers into port authority, coast guard and maritime administration roles; Turkey and Spain report growing demand for seasoned captains to become harbour pilots, superintendents or port managers; and Greece and Croatia frequently see senior officers transitioning into marine pilotage, ship management, or teaching positions. Despite differences in local industry focus, all countries recognize that **experienced seafarers are a valuable talent pool** for their shore-based maritime sectors.

In terms of **regulatory structures**, every country has an established framework governing maritime employment and career progression. All six nations adhere to international standards like the STCW convention for certifying shipboard roles, and each has national laws and agencies overseeing maritime labour. Commonly, a central authority (such as a Ministry of Transport or dedicated maritime administration) and related bodies (port authorities, seafarer registries, etc.) manage the certification of seafarers and the licensing of shore-based professionals. This ensures a baseline of safety and competence across the industry. However, the analysis found that these frameworks can also create **bureaucratic hurdles** for transitioning seafarers. Qualifications earned at sea do not always neatly translate to shore credentials – for instance, an officer's STCW certification, while crucial for onboard positions, may not satisfy the requirements of a port facility management role. In all the countries

studied, certain shore jobs (harbour master, maritime lawyer, logistics manager, etc.) mandate additional certifications or academic degrees. Thus, while the regulatory environment provides structure and standards, it sometimes **lacks flexibility** in recognizing seafarers' competencies for new career pathways.

Several **challenges** to smooth career transitions were identified uniformly across the countries. A prominent issue is the **skills and credentials gap** – many seafarers must acquire additional skills or formal qualifications to meet shore-side job criteria. Employers often prefer candidates with business or logistics education, putting seafarers at a disadvantage if they lack those credentials or experience. Another common challenge is the **absence of clear transition pathways** and career guidance. The report noted that in countries like Croatia, seafarers "do not have a clear path from sea to shore" and there is a lack of accessible information on shore-side opportunities. This uncertainty, coupled with the draw of higher salaries at sea, leads many mariners to remain at sea until late in their careers (waiting until they are financially secure before moving ashore). Additionally, seafarers face practical and psychological adjustments when shifting to land: adapting to a regular work schedule and a less hierarchical office culture can be difficult after years onboard, and some shore employers do not fully understand or value the unique experience seafarers bring. Structural challenges in the job market were also noted – in smaller markets, there may be **limited openings** in specialized maritime roles on land, forcing ex-seafarers to either compete for a handful of local jobs or relocate. In niche sectors like nautical tourism (relevant in Croatia, for example), certain roles are seasonal, adding another layer of uncertainty for those transitioning.

On the other hand, the analysis highlighted significant **opportunities** for seafarers in the shore-based labour market. The maritime and logistics industries in all six countries are evolving and, in some areas, actively **seeking experienced personnel**. Ports are expanding, fleets are adopting new technologies, and companies are growing their shore operations – all driving demand for maritime expertise that former seafarers can supply. In fact, several countries reported that demand for skilled workers in sectors like port logistics, vessel operations, and marine engineering often exceeds the local supply of qualified candidates. This presents an opportunity for ex-seafarers to fill critical skill shortages on shore. Moreover, seafarers bring valuable strengths to these roles: a safety-first mindset, hands-on problem-solving experience, and the ability to perform under pressure. These qualities can be advantageous in shore positions if properly harnessed. New and emerging fields, such as offshore wind energy, maritime cybersecurity, and advanced vessel traffic management, also offer fresh career avenues where seafarers' seagoing experience (augmented with targeted training) could be highly relevant. In sum, there is a mutual benefit to be had – the maritime sector on land gains seasoned professionals, and seafarers can build stable second careers off the water.

Despite the shared trends, there are **notable distinctions** among the countries studied. Each nation's maritime sector has its own characteristics that influence the ease of career transitions. Smaller maritime economies like Latvia and Lithuania have a limited number of senior maritime positions available domestically – many shipping or offshore companies have their headquarters elsewhere, which can **limit local career advancement** for former seafarers. In contrast, larger shipping nations such as Greece and Spain offer a broader array of shore-based opportunities due to their extensive port networks and maritime industries. However, even in these countries the competition for desirable shore

jobs is intense, and seafarers often find themselves in a **competitive job market** against candidates with specialized academic backgrounds. Turkey's situation is distinct in that its booming maritime sector means many seafarers continue working at sea longer, so those who do come ashore tend to be older and may need extra upskilling in modern digital and management practices. Croatia, with its focus on nautical tourism and a relatively smaller commercial fleet, shows how certain transition options (like marina management or coastal shipping) can be highly seasonal or niche, requiring seafarers to be flexible or to diversify their skills for year-round employment. Another difference lies in formal support structures: for example, the Greek government has explicitly made it a priority to improve onshore job prospects for Greek seafarers and to create mechanisms (such as specialized training and networking initiatives) to facilitate their return to land, whereas other countries have so far approached the issue more indirectly through general labour and education policies.

In summary, this comparative analysis confirms that while seafarers possess a wealth of experience and capabilities, transitioning from ship to shore is a complex process that requires careful navigation. There are clear cross-country commonalities – every maritime nation sees the value of retaining seafarers' expertise on land – alongside unique local challenges. The major findings underline the need for targeted interventions: better alignment of qualifications, enhanced training in deficient skills, cultural bridging, and coordinated support from industry and authorities. These insights set the stage for the following recommendations, which propose concrete measures for policy makers, maritime educators, and employers to **bridge the identified skill gaps and support seafarers in building rewarding shore-based careers**.

Recommendations for Policy and Training Programs

To address the identified skill gaps and challenges, a multi-pronged approach is recommended. Key measures span **policy initiatives**, enhancements in **training programs**, improved **certification recognition**, and stronger **stakeholder collaboration**. The following actions are proposed to facilitate smoother sea-to-shore career transitions across Latvia, Lithuania, Turkey, Spain, Greece, and Croatia:

Policy Measures

- **Develop Clear Transition Pathways:** Governments and maritime authorities should create formal "sea-to-shore" transition frameworks. This involves mapping out how seafarers can progress into various shore-based roles and publishing guidance on the training or qualifications required for each path. By institutionalizing such roadmaps (through career guides, advisory centers, or online portals), seafarers can more easily envision and plan their second careers on land.
- **Financial Incentives and Support:** Introduce policies that encourage both seafarers and employers to pursue shore-based employment opportunities. For example, governments could offer **tax incentives or wage subsidies** to companies that hire and train former seafarers. Similarly, provide scholarships or grants to seafarers for undertaking further education (such as completing a degree in maritime law or logistics). These incentives would help offset the

financial gap seafarers often face when leaving higher-paying sea jobs and motivate employers to invest in candidates from a seafaring background.

- **Inclusive Employment Policies:** Public-sector organizations and large maritime companies should be encouraged (or required, where feasible) to recognize seafaring experience in their hiring and promotion criteria. This might include revising job requirements to credit years at sea as equivalent to certain onshore experience, or setting targets for recruiting ex-seafarers into suitable civil service roles (port authorities, maritime administrations, etc.). By mainstreaming such practices, policy makers can combat biases and open up more positions to transitioning seafarers.

- **Cross-Border and EU-Level Initiatives:** Given the international nature of maritime careers, European cooperation is vital. Policy makers should collaborate at the EU level to share best practices and possibly harmonize aspects of certification and recognition (as discussed below). EU-funded programs (like SEA4SHORE) can be expanded or new ones initiated to support mobility – for instance, creating exchange programs or an EU-wide job platform for former seafarers. A coordinated European approach would ensure that a Latvian captain or a Turkish chief engineer, for example, can smoothly find shore work in any member state, leveraging a broader labour market.

Training Program Enhancements

- **Expand Vocational and Continuing Education:** Maritime training institutions and vocational colleges should roll out targeted courses to fill the **technical skill gaps** identified (digital literacy, IT systems, advanced engineering, etc.). Short upskilling programs or evening courses in subjects like office software, data analysis, project management, and compliance law can quickly equip seafarers with essential knowledge for shore-based jobs.

- **Integrate Soft Skills Development:** Training programs must also emphasize soft skills – something that can be done through workshops or modules focused on communication, teamwork, leadership, and customer relations. Including scenario-based learning (e.g. simulated office teamwork exercises or business decision-making case studies) in existing maritime courses will prepare seafarers for the cultural shift of a land job. For those already working at sea, dedicated seminars or e-learning modules on topics like effective communication in shore offices can be provided during leave periods.

- **Establish Bridging Courses:** Develop specialized “bridge” or conversion courses that translate maritime expertise into shore-side competencies. For example, a course in logistics and supply chain management for former deck officers, or a certification program in human resources or finance for marine engineers aiming for management roles. These courses should be designed in consultation with industry to focus on practical skills and could be offered as intensive programs (perhaps 3–6 months) to fast-track seafarers into new roles. European maritime education initiatives suggest introducing such interdisciplinary programs to make mobility from sea to shore a reality.

- **Modernize Maritime Education Curriculum:** Maritime academies and naval schools should proactively update their curricula to reflect the evolving skill set needed both at sea and on land. This means incorporating modules on emerging technologies (automation, maritime information systems and digital technology, environmental sustainability) and on business fundamentals (maritime law, economics, management principles) into seafarer training. By broadening the competency profile of new graduates, future seafarers will be better prepared for eventual shore assignments. Projects like SkillSea have highlighted that blending traditional maritime training with digital, green, and leadership skills is crucial for the future workforce– implementing these recommendations at the national education level will benefit long-term career flexibility for seafarers.
- **Flexible and Remote Learning Opportunities:** Because active seafarers have limited time on shore, create flexible learning pathways such as online courses, simulators, and mobile training apps. These allow seafarers to start acquiring new skills while still employed at sea. For instance, an engineer on a vessel could complete an online certificate in port engineering or an introductory course in accounting during off-duty hours. Expanding access to remote education ensures that seafarers don't have to pause their income-earning career to prepare for a new one.

Certification and Recognition Strategies

- **Recognition of Sea Experience:** Maritime regulators should establish a system to formally recognize and credit seafaring experience towards shore-based qualifications. This could involve creating equivalency matrices (e.g. X years as a ship's navigation officer could equate to a certain level of competency in a port operations context) and granting partial credit or exemptions in related certification programs. By acknowledging that the skills validated by STCW and other seafaring certifications have cross-cutting applicability, authorities can reduce the need for seafarers to start from scratch when pursuing a shore career.
- **Streamline Certification Processes:** Simplify and expedite the process for ex-seafarers to obtain any necessary shore credentials. For example, if a particular shore role (such as a ship surveyor or maritime safety auditor) requires a license, regulators could allow experienced seafarers to bypass redundant training elements and go straight to the examination or a fast-track program. Creating "accelerated pathways" for those with extensive sea service will remove bureaucratic friction. National qualification frameworks should be updated to include conversion routes – enabling a master mariner to achieve a diploma in maritime management, for instance, in a shortened time frame.
- **Mutual Recognition Agreements:** Work towards agreements between educational institutions and certification bodies to mutually recognize relevant maritime credentials. A practical step would be to have universities or professional institutes award academic credits for holders of certain Certificates of Competency, thus easing the route to a diploma or degree. Similarly, professional associations in sectors like logistics, engineering, or HSE (health, safety, environment) could offer affiliate membership or tailored certification tracks for former

seafarers, acknowledging their practical expertise. Such measures ensure that the **transition costs (time and money) for seafarers to re-qualify** are minimized.

- **Continuous Review and Alignment:** Policy makers and industry boards should periodically review job standards in the maritime and port sectors to ensure they are not unintentionally exclusionary to seafarers. If a pattern is found where qualified seafarers are being rejected due to formal criteria (like "must have X degree"), there should be consideration to adjust those criteria or provide an alternate path (such as "or equivalent maritime experience"). In essence, the licensing and hiring systems should evolve to accommodate non-traditional entrants – in this case, professionals coming from a seafaring route.

Stakeholder Collaboration

- **Industry–Academia Partnerships:** Strong collaboration between maritime companies (shipping firms, port operators, logistics providers) and training institutions is essential. Stakeholders should work together to design traineeships or apprenticeship programs that bring seafarers into shore-based workplaces for hands-on experience. For example, a port authority could partner with the national maritime academy to offer a 6-month "transition trainee" program where an ex-seafarer shadows port operations and receives mentorship from experienced shore staff. Such partnerships ensure that training is directly aligned with job realities and helps employers start viewing seafarers as viable candidates for their talent pipelines.

- **Mentorship and Career Counselling:** Establish dedicated mentorship schemes and career counselling services for transitioning seafarers. Maritime administrations or seafarer unions could set up a mentorship network where retirees or earlier transitioned professionals guide active seafarers in planning their shore careers. One-on-one mentoring can help individuals navigate the cultural change, build confidence in new skills, and expand their professional network on land. Likewise, career counsellors who understand both seafaring and shore HR requirements should be available to advise on CV preparation, interview skills, and identifying transferable competencies. The presence of mentorship and advisory support would address the current lack of structured guidance noted in the analysis.

- **Employer Engagement and Awareness:** Maritime industry bodies and governments should run awareness campaigns to inform shore-based employers about the competencies ex-seafarers offer. Workshops or informational sessions can be organized for HR managers in relevant sectors (e.g. logistics companies, marine insurance firms, port agencies) to dispel misconceptions and highlight success stories of former seafarers in shore roles. Encouraging employers to provide feedback on skill gaps and to collaborate in on-the-job training programs will also create a more receptive environment for hiring. An increase in employer awareness and openness was identified as a critical factor to improve in all countries.

- **Networking Platforms and Job Fairs:** Create platforms for direct interaction between seafarers and potential shore employers. Regular "Maritime Career Transition" fairs could be held in port cities, bringing together shipping companies, port authorities, maritime tech firms, and training providers to showcase job opportunities and courses available. Online platforms or forums

could likewise be established to connect job-seeking seafarers with employers across Europe, leveraging professional networks (for example, a dedicated LinkedIn community or an EU maritime career portal). By improving visibility on both sides, seafarers can broaden their job search beyond personal contacts, and employers gain access to a talent pool that they might not have considered.

- **Monitoring and Continuous Improvement:** Finally, all stakeholders – policy makers, educators, industry, and seafarer associations – should collaborate in monitoring the outcomes of these initiatives. Gathering data on how many seafarers transition, which sectors absorb them, and what obstacles remain will enable continuous refinement of programs. A consortium or working group spanning the partner countries could be instituted to share progress annually. This ongoing collaboration ensures that the recommendations translate into real impact and that successful strategies in one country can be replicated in others, fostering a cohesive European approach to seafarer career development.