



29/10/1966 (57 ans)
Age

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CREW MANAGER, Sénior

EXPERIENCES PROFESSIONNELLES

avr. 2021 / aujourd'hui

CREWING CONSULTANT & BUNKER BROKER

CREW MANNING CONSULTING & BUNKERING

- » Provide , personalized advice and support for vessel's Manning
- » Advice, networking and support for the recruitment and the crew management of your vessels.
- » A single contact to study and define all aspects of your requirements (legal, financial .. etc) until an agreement is reached with our partners.
- » Acting as a bunker broker , we can supply your vessels worldwide

janv. 2019 / nov. 2020

CREW MANAGER

ST MANAGEMENT GROUP AFFINITY/ FRANCE

- » Management of 12 vessel's IMO II - Oil - Chemical and Gas Tankers
- » Crew Management 400 Seafarers (French - Romanian - West African)
- » Crew Management of Vessel « BELEM » Three-masted barque 40 Seafarers (French)
- » Monitor Company Policy in accordance with International regulation MLC 2006
STCW-ISM-IMO-ILO

janv. 2008 / janv. 2019

CREW MANAGER

SEA TANKERS / FRANCE

ACQUISITION OF PETROMARINE BY SEA-INVEST / SEA-TANKERS

- » Management of 28 vessel's IMO II - Oil - Chemical and Ga Tankers
- » Crew Management 800 Seafarers (French - Romanian - Croatian - Filipino - West African)
- » Monitor Company Policy in accordance with International regulation MLC 2006
STCW-ISM-IMO-ILO

janv. 2005 / janv. 2008

CREW MANAGER

PETROMARINE / FRANCE

- » Management of 15 vessel's IMO II - Oil - Chemical and Gas Tankers
- » Crew Management 500 Seafarers (French - Romanian - Polish - Latvian -West African)
- » Monitor Company Policy in accordance with International regulation MLC 2006
STCW-ISM-IMO-ILO

janv. 2001 / déc. 2003

BUNKER TRADER

CHEMOIL MONDE EXPORT / MONACO

- » Management of a client portfolio (Owners & charterer)
- » Follow-up of payments and reminders
- » Management of disputes in collaboration with the legal department

PROFESSIONAL SKILLS

- * Negotiate Bunker rates on behalf of the customer and coordinate supplies.
- * Arrange a worldwide Bunker supplies.
- * Gain competitive prices from supplier's basis of the volume business carried out in the region.
- * Liaise customer on the Market situation; suggest cheaper and better option for Bunkering according to vessel's routing or geographical position.
- * Provide credit facility to the customer in compliance to the credit company policy.
- * Develop and execute hedging strategy of risks related to bunker specifications

janv. 2000 / janv. 2001	MERCHANT NAVY OFFICER SONATRACH / HYPROCH SHIPPING - ALGERIA » <i>Vessels Type (LNG, Oil, Chemical and Gas Tankers)</i> » <i>Rank - Chief Mate & Mate</i>
janv. 1997 / déc. 1999	P & I Club and Insurance Company Representative MARINE SURVEYOR Algerian Company Of Maritime and Industrial Survey / ALGERIA DAMAGE COMMISSIONER Representative of North Africa - CESAM « Comité des Assurances Maritimes et Transport » / FRANCE PROFESSIONAL SKILLS * <i>Vessel's inspection</i> * <i>Draft survey-Bunker survey-Tally survey-Off hire/On hire survey - Condition survey</i> * <i>Pre-loading - unloading cargo inspection</i> * <i>Loss evaluation/ Survey report (Ships, equipment, cargo...)</i> * <i>Acting on behalf of ship owners, P and I Club, Insurance Company, suppliers, charters.</i>
janv. 1990 / déc. 1996	MERCHANT NAVY OFFICER SNTM / CNAN - ALGERIA BULK, CONTAINER, CARGO, ROLL ON / ROLL OFF SHIPOWNERS » <i>Vessels Type (Bulk - Container - Cargo - Roll On / Roll Off</i> » <i>Rank : Chief mate & Mate</i>

DIPLOMES ET FORMATIONS

août 2018 / janv. 2021	Assessor and Qualifed to Perform Psychological Test SEAGUL Maritime AS- NORWAY
mars 2018 / mars 2018	Abestos Risk Prevention Competency – Management Level FC2S Organisme de formation – FRANCE
avr. 2013 / avr. 2013	Advanced Training on the Maritime Labor Convention MLC 2006 Maritime administration & Belgium Shipowner union – BELGIUM
mars 2013 / mars 2013	Presidency Training CHSCT (CES) IMP Maritime Institute of Prevention – FRANCE
nov. 2010 / nov. 2010	Ice Glace Navigation Training BIM Traning center & Antwerp Nautical college – BELGIUM
nov. 2010 / nov. 2010	PMS Planned Ship Maintenance System INTRA - SENEGAL
déc. 2009 / déc. 2009	Incident Investigation & Risk Assessment DNV Det Norske veritas - FRANCE
déc. 2009 / déc. 2009	Auditor QS3 /03 & ISM Code BV Bureau Veritas – France
avr. 2009 / avr. 2009	Advanced Media Response Training Course MTI Network – UNITED KINGDOOM
juil. 2005 / juil. 2005	Bridge Team & Ressources Management ENSM (National Maritime High school) Marseille – FRANCE
sept. 1992 / août 1993	Marine Surveyor Agreement CAEMI (Algerian Company of maritime & Industrial survey) – ALGERIA
sept. 1992 / juin 1993	Capitaine au long Cours / Master Mariner - BAC+5

COMPETENCES

CREW MANAGER

- » Define and conduct Crewing Policy and Strategy
- » Develop and implement guidelines and procedures in line with crew management policies.
- » Organize Crewing department and supervise the Crewing personnel including strategic coordination between recruitment, training, career development.
- » Ensuring that vessels are manned with qualified, medically fit, and experienced seafarers in all respect with International regulations and Matrix Oil Majors requirements.
- » Provide guidance to ensure that all seagoing employees are in possession of the required certificates and documentation as per flag state, STCW, IMO , international regulation and company regulations.
- » Implementation and Monitoring ITF Agreement (International Transport Workers Federation)
- » Keeping aware of manning developments including the requirements of ILO, Flag Administration, Seamen's union, ship owners' unions and employment associations.
- » Promoting the SMS Policy and HSE culture regarding crewing.

• Manning

- » Develop sustainable contracts and relation with external Manning Agencies.
- » Conduct Audits & Seminars at the Manning agent's offices according to the frequencies recommended by TMSA (Tanker Management and Self-Assessment), OCIMF (Oil Companies International Marine Forum).
- » Implementing manning decisions and strategy made by the management.
- » Ensure compliance on a day-to-day basis with all international regulations such's as maritime Labour convention 2006, ITF agreements, flag state regulation, port state control.
- » Evaluating Manning Agents.
 - ☐ Supervise annual training plan and budget
 - ☐ Develop and implement salary and welfare scheme.
 - ☐ Ensure timely payment and settlement of wages/leave according to MLC 2006 convention requirement

• Recruitments selections and promotions

- ☐ Define company needs in order to establish recruitment plans designed to meet the increase of the fleet.
- ☐ Ensure that officers crew matrix respect clients criterias (Oil major).
- ☐ Selection and recruitment of seafarers, directly or through Manning Agents, in accordance with company policy and international regulation.
- ☐ Conduct briefing, interview, screening and hiring for senior officers.
- ☐ Conduct competency test and psychometric test for senior officers.
- ☐ Verifying qualifications and experience of new recruits are genuine prior to engagement.
- ☐ Create and conduct a career development policy.
- ☐ Supervise assessments and promotions of officers and ratings.
- ☐ Reviewing information on the performance of all seafarer's to anticipate their promotion.

• Training

- ☐ Define and conduct a yearly training plan.
- ☐ Identifying training needs of seafarers, initiating further actions, and following up
- ☐ Ensuring re-validations and refresh of all certification are anticipated and organized.

• Audit

- ☐ Conduct audit and follow up observations/ non conformances on crew management subjects
- ☐ Perform annual audit of all manning agencies
- ☐ Company internal auditor

• Crewing software systems, tools and data bases.

☐ Ensure good implementation and daily use of the different Crewing software systems, tools and data bases.
☐ Maintaining a computerized database which contains key personal data and assignment history of all personnel in compliance with GPDR " General Data Protection regulation "

- P&I clubs and insurance instances.

☐ Monitor management of crew claims in co-operation with P&I clubs and/or insurance instances.

☐ Following up registration of crew injuries, illness, desertions, stowaways and other personal incidents, in liaison with the DPA/HSE corporate manager.☐

- Crew budgets

☐ Establish and monitor crew budgets for all vessels

☐ Establish and monitor training budgets for all seafarer's

☐ Defined a crew budget according to the increase of the fleet

☐ Optimises crew budget according to Flag regulation

COMPETENCES LINGUISTIQUES

Anglais	Courant
Italien	Elémentaire
Arabe	Elémentaire

CENTRES D'INTERETS

- » Chevalier de l'ordre du Mérite Maritime (decree 2018)
- » Member of FNMM (The National Federation of Maritime Merit)
- » License: Automobile, Motorcycle and sailing boats
- » Sports: Horse jumping professional (Galop 7) , Tennis, Moto Bike
- » Hobbies: Reading, traveling.