



Pacific Basin

With you for the long haul



Pacific Basin is one of the world's leading owners and operators of modern Handysize and Supramax dry bulk ships. We are listed in Hong Kong and operate globally with a fleet of over 270 ships trading worldwide. Our team comprises about 4,600 seafarers and over 400 shore staff in 14 key locations around the world.

Job Title	Vessel Performance Manager	Location	Hong Kong
Department	Operations – Voyage Optimisation	Reporting Line	General Manager, Commercial Voyage Optimisation

Role Summary	As part of our ongoing development, we are looking for a Vessel Performance Manager to join our Voyage Optimisation team.
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Internal Stakeholders	Various personnel in Digitalisation, Operations, Chartering and Technical Department
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Responsibilities	<ul style="list-style-type: none">Monitoring and reporting of vessel performance, including fuel consumption, speed, operational efficiency, and emissions and hull and machinery performance and implement timely corrective actions;Develop and maintain performance KPIs and ensure timely corrective actions;Assist with performance-related claims and establish robust feedback mechanisms for continuous improvement;Analyse data to identify areas for improvement in optimisation models and implement performance enhancements;Collaborate with Route Analysts to evaluate weather routing advice and recommend route optimisation;Ensure fleet compliance with the relevant and upcoming regulations and develop strategies for regulatory implementation;Stay updated on vessel performance management technologies and propose innovative solutions for efficiency and decarbonisation;Contribute to the development of digital twins, energy efficiency initiatives, and performance improvement tools;Oversee the maintenance and resolution of performance-related hardware and sensor systems;Collaborate with Commercial Operations to develop effective voyage plans and work cross-functionally with operations, technical, and commercial teams to align performance goals;Provide expert guidance on speed and fuel consumption optimisation, while addressing hull and propeller performance issues in coordination with vessel crews;Present performance KPIs, reports, and actionable recommendations to stakeholders.
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Skills Capabilities Qualifications	<ul style="list-style-type: none">Marine Engineer, Dual Officer, or Naval Architect with experience in the maritime industry, ideally in a similar role and commercial operations exposure.Experience with voyage optimisation software and data analysis tools, including understanding of weather routing and optimisation principles.Good command of written & spoken English;Familiarity with relevant maritime regulations, including energy efficiency, MARPOL and IMO 2030 GHG strategy, EU Regulations.	Attributes Personality	<ul style="list-style-type: none">Strong analytical skills with a tech- and data-driven mindset and attention to detail. Familiar with data analysis, mathematical modelling, programming (Python, MATLAB), Power BI, Tableau, Excel, and other business intelligence toolsAbility to communicate and explain technical matters to non-technical audiences effectively and influence decision-makingCommercial acumen with a result-oriented approach to optimisation and operational efficiency.
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If you are selected, you will be continuously assessed not only on the basis of your performance, but also on the basis of your attitude and behavior. Cultural fit and adherence to Company values is of paramount importance. We are committed to fostering a diverse, equitable, and inclusive workplace where all colleagues feel valued and empowered to bring their authentic selves to work. Please apply with a full résumé, salary expectation and contact tails to the Human Resources Department at recruiting@pacificbasin.com. We only accept CVs in pdf format. Please make sure there is a covering message and specify the position for which you are applying. (Application deadline: 29 July 2025)

All applications will be treated in strict confidence and used solely for recruitment purposes.