



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 260 ships trading worldwide. Our team comprises about 4,300 seafarers and over 400 shore staff in 14 key locations around the world.

Job Title	Head of Crew Training	Location	Hong Kong
Department	Fleet Management – Marine & Safety	Reporting Line	General Manager, Marine

Role Summary	Head of Crew Training is responsible for the training and development of the crew on board the company's ships.
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Internal Stakeholders	Various personnel across different departments
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Responsibilities	<ul style="list-style-type: none"> <li>Develop and implement training strategies to identify, develop and implement quality standards in training programs in line with various maritime regulations, company's HSEQ policies, best practices in maritime industry and company's operational expectations;</li> <li>Lead training teams in crewing centers in Philippines, China and India to co-ordinate training activities and ensure the training conducted is effective. Frequent travel to the training centers is an implicit requirement of the role;</li> <li>Lead team of training superintendents to conduct training and audits on board ships;</li> <li>Monitor all training activities records for ship staff;</li> <li>Ensure identified training needs for crew are fulfilled by internal and external training as required and obtain course feedback on the effectiveness of the training and initiate improvements / corrective actions;</li> <li>Identify and record all deficiencies related to training activities and initiate action to prevent the occurrence of any non-conformities and ensure continuous improvement of the processes;</li> <li>Ensure training is scheduled and carried out as per training matrix and company policy;</li> <li>Prepare Training Budgets for the fleet;</li> <li>Co-ordinate with General Manager Fleet Personnel and Heads of Crewing in Philippines, China and India for recruitment and training of cadets;</li> <li>Recommend and implement innovations to improve the identified weakness among the Company's seafarers in accordance with Master's reviews, PB Manager's recommendations and the Company's performance of its policies;</li> <li>Represent company in various training committees, organisations engaged in promoting quality training and other organisations as required;</li> <li>Review and appraise staff under their responsibility and identify their training needs and arrange for necessary training.</li> </ul>
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Skills Capabilities Qualifications	<ul style="list-style-type: none"> <li>At least 10 years experience in shipping industry;</li> <li>Experience in crewing, fleet operations, or ship management is preferred;</li> <li>Sailing experience on senior ranks, with instructional design will be an advantage;</li> <li>Proven track record in designing and implementing training programs for seafarers;</li> <li>Deep understanding of STCW, IMOS regulations, and flag state requirements;</li> <li>Ability to lead a global training team and manage budgets;</li> <li>Strong stakeholder management skills;</li> <li>Familiar with simulation-based training, e-learning platforms, and competency management systems;</li> <li>Ability to drive continuous improvement and adopt modern training methods (VR/AR, blended learning).</li> </ul>	Attributes Personality	<ul style="list-style-type: none"> <li>Excellent communication and presentation skills for engaging diverse crews;</li> <li>Cultural awareness and adaptability for multinational workforce;</li> <li>Commitment to safety culture and sustainability.</li> </ul>
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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](mailto: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: 27 January 2026)

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