



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

Job Title	Training Manager	Location	Mumbai, India
Department	Fleet Management	Reporting Line	Director

Role Summary	Responsible for the training and development of the crew on board the company's ships.
--------------	--

Internal Stakeholders	Various personnel across different departments
-----------------------	--

Responsibilities	<ul style="list-style-type: none"> • Ensure officers and ratings selected in the Company are given pre-joining briefing and training to comply with the Company's system. • Support the head of the local office for smooth administration and functioning and take charge of the local office in his absence. • Keep the Principals updated on Pre-Joining Briefing of Officers and Crew and trend/weakness, etc., and shall keep the Personnel Manager & Principals updated on external training and cadets training. • Reviewing the Company's policies, practices and routines and recommend continual improvement of systems to ensure they meet or exceed industry requirements. • Ensure that seafarers comply with Principals training matrix requirements. • Carry out face to face training of seafarers as per Principals requirement. • Monitor reports and communication from the Principal's Managers, Fleet Training Managers / Superintendents and vessels pertaining to individual seafarer's training requirements. • Evaluate training centres and recommend external training courses based on National, Flag State and Principal's Training Matrix requirements. • Monitor officers' appraisal reports and conduct training and briefing based on the identified requirements and for implementation of the Principal's SMS and loss prevention. • Interview, Evaluate and De-brief officers as required. • Work with and visit recruitment and placement agents to design, plan and conduct in-house training for Officers & Ratings to Principal's requirements and standards. • Ensure that proper records of seafarers training are maintained. • To oversee the Company's Cadet Training Program. • Keep a full set of Principal's SMS and other associated documents and keep them updated for training and familiarization purposes. • Ensure that Flag State (of Principal's vessels) Circular Files are maintained for training and familiarization purposes. • Keep and demonstrate a copy of Principal's on board computer programs for officer training. • Oversee the use and retention of any training aids or material provided by Principals. • Review the Principal's training program and systems and recommend improvements and innovations to improve awareness of the crew of the Principal's Management System for improving safety, pollution prevention and loss prevention. • Recommend and implement innovations to improve the identified weakness among the Company's seafarers in accordance with Master's reviews, Client Manager's recommendations and the Company's performance of its policies; • Visit vessels for safety inspections & carrying out trainings as & when needed. • Develop training material/CBTs/PPTs as per principal's requirements. • Maintain close relationship with training institutions; • Organize Company Safety Seminars, MRM Training in liaison with Personnel Manager as per Company policies; and • Any other duties consistent with the nature of your position as directed from time to time by your superiors.
------------------	--



Pacific Basin

With you for the long haul

Skills Capabilities Qualifications	<ul style="list-style-type: none">• At least 10 years experience in shipping industry.• Experience in training, crewing, fleet operations, or ship management is preferred.• At least 1-2 years sailing experience as Master.• Deep understanding of STCW, IMOS regulations, and flag state requirements.• Experience in Regulatory Compliance, Loss Prevention, Quality and Safety Management System and Auditing.• Proven track record in designing and implementing training programs for seafarers.• Strong stakeholder management skills.• Familiar with simulation-based training, e-learning platforms, and competency management systems.• Ability to drive continuous improvement and adopt modern training methods (VR/AR, blended learning).• Strong commitment in managing workload and travel requirements.	Attributes Personality	<ul style="list-style-type: none">• Excellent communication and presentation skills for engaging diverse crews;• Cultural awareness and adaptability for multinational workforce;• Commitment to safety culture and sustainability.
---	---	-------------------------------	---

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 details 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: 7 May 2026)

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