



Maritime Talent Solutions Navigating Future Growth Through Maritime Talent

Prepared by:

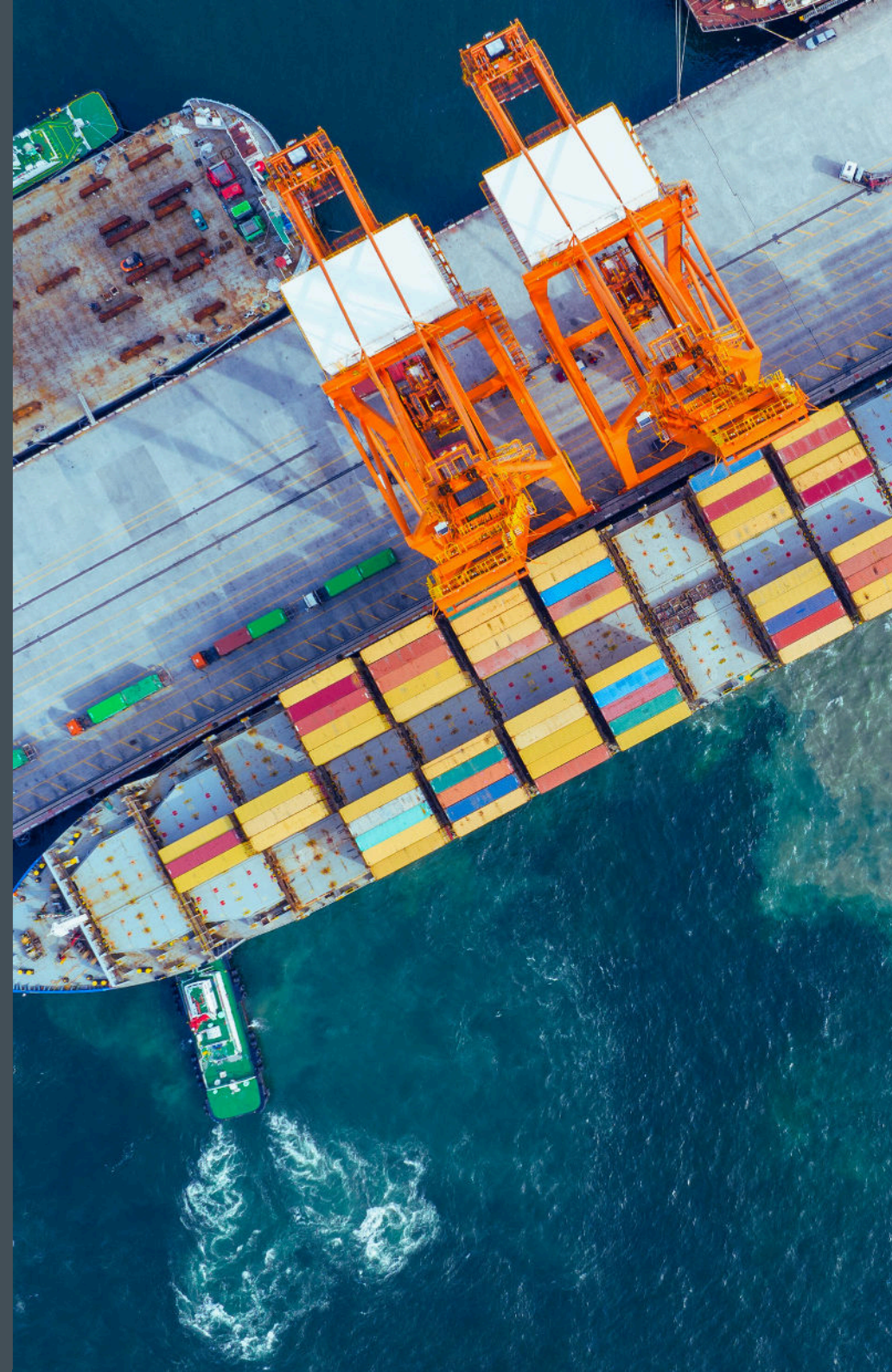
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Foreword:



The maritime industry stands at the threshold of a new era, driven by rapid advancements in marine renewable energy, sustainable shipping, and offshore engineering. As this sector expands, so too does the demand for specialist skills, creating both opportunities and challenges for companies worldwide.

One of the most pressing issues is the shortage of engineers and designers with the specific expertise required to meet the evolving demands of marine renewable energy and sustainable shipping. As companies innovate to address global environmental concerns, the need for highly skilled professionals in these areas has increased significantly, leading to a sizeable talent gap. This shortage is not confined to any one region, with businesses around the world competing fiercely for top talent. The competition is particularly intense for individuals with niche skills, making recruitment a challenging and often costly endeavor.

Attracting young talent to the maritime sector is crucial for ensuring long-term growth and sustainability. As the industry modernizes, it must appeal to the next generation of engineers and designers, who are essential for driving innovation and meeting future challenges. However, this task is not without its difficulties. The sector must overcome perceptions of being traditional and less dynamic than other industries, and actively engage with educational institutions to inspire young minds.

Bridging the skills gap is another critical challenge. Companies must not only identify the specific skills needed but also invest in training and development programs to equip their workforce with these capabilities. This is essential for keeping pace with technological advancements and maintaining a competitive edge in the global market.

Finally, diversity and inclusion are increasingly recognized as key drivers of innovation and problem-solving within the maritime industry. Building a diverse workforce is not just a moral imperative; it is a strategic advantage. Diverse teams bring a wider range of perspectives and ideas, which are essential for navigating the complex challenges the industry faces today.



Marine vessel sales are projected to grow at a **CAGR of 5.6% from 2024 to 2032** due to rising demand and advances in technologies such as hybrid propulsion systems.

30,000

A 2021 study by the UK Maritime Skills Commission found that the **UK maritime sector needs 30,000 new recruits by 2030** to sustain growth, underscoring the need to attract young talent .



Our Focus:



CREWING



HYDRODYNAMIC
ENGINEERING



MARINE
RENEWABLE
ENERGY



NAVAL
ARCHITECTURE



OFFSHORE



PORTS &
LOGISTICS



PROPULSION



SHIPBUILDING



STRUCTURAL/
MECHANICAL



In 2020, the BIMCO/ICS Manpower Report highlighted that nearly 30% of the global seafaring workforce was aged 50 and above, intensifying the competition for skilled younger workers ([Mordor Intelligence](#)).

Our Workforce Solutions:

CONTINGENCY RECRUITMENT:

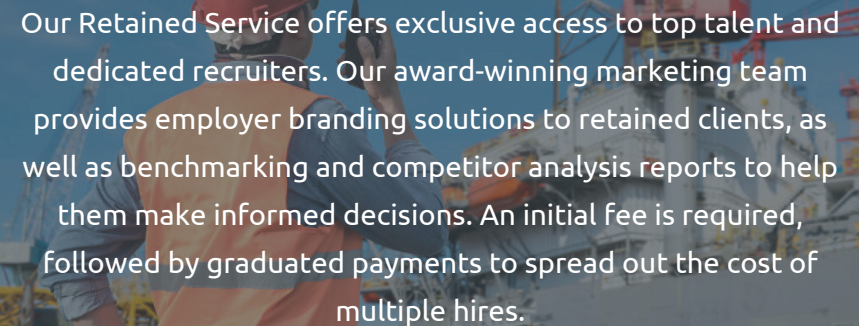
You'll be designated a team of specialist recruiters, dedicated to sourcing and nurturing highly skilled talent pools. You only pay for a successful hire once the candidate accepts your job offer. We'll work closely with your business to deliver suitable profiles, guide them through the interview process, and manage compensation negotiations and the rejection of unsuitable candidates, all before you've spent any money.

RELOCATION SOLUTIONS:

According to the IEA, 40-75% of Renewable Energy roles are site-specific and cannot be offshored or worked remotely. The share of companies offering overseas transfers rose to 58% in 2023 from 52% in 2022, but relocating candidates poses logistical challenges and significant costs. Through our TalentReach Solution, you can achieve your hiring goals and build a diverse, innovative, and inclusive workforce.

For more information see page 4

RETAINED RECRUITMENT:



Our Retained Service offers exclusive access to top talent and dedicated recruiters. Our award-winning marketing team provides employer branding solutions to retained clients, as well as benchmarking and competitor analysis reports to help them make informed decisions. An initial fee is required, followed by graduated payments to spread out the cost of multiple hires.

EMPLOYED LEASING:

Our Employed Leasing Solutions provide access to skilled employees at more cost-effective rates than hiring freelancers or onboarding permanent staff. Our innovative models attract top freelancers who gain exposure to both high-profile projects and consistent employment. Our clients enjoy swift staffing solutions, reduced administrative burden, and significant cost savings compared to typical freelance models.

For more information see page 5

Relocating Engineering Talent with TalentReach

THE PROBLEM:

The engineering sector, including the naval, maritime, and offshore industries, is facing a critical challenge: a shortage of skilled talent. Across these fields, companies are experiencing significant difficulties sourcing qualified workers, which is seen as a significant barrier to growth. From entry-level positions in construction and manufacturing to highly specialized roles such as electrical engineers and marine technicians, this shortage affects a broad range of professions. Various sectors demand these skills, which exacerbates the shortage.

Recruiting and relocating candidates internationally is a viable solution, but it introduces extra logistical challenges. These include the need for extensive internal resources and the potential for increased costs when working with relocation agencies. The engineering sector needs to address these issues to sustain growth and innovation.

THE SOLUTION:

Our TalentReach solution facilitates international recruitment and relocation, minimizing costs and internal administrative burdens, whilst enhancing the candidate experience. With our support, your candidates will also receive a 'Best In Class' relocation experience, which will positively impact employee happiness and retention.

BENEFITS OF THE TALENT REACH SERVICE:

- Hassle-free candidate relocation:** We'll take complete accountability for the visa and relocation process.
- Reduced costs:** No need to pay relocation partners, or hire costly temporary workers to fill talent gaps.
- Reduced resources:** Time spent on relocation logistics can be invested into other areas of the business.

1. We assess 'inclusivity in your environment'

2. We build global pipelines that meet requirements

3. We manage all logistics from Visas & Permits to Insurance & Back Accounts.

4. Our streamlined service gives and 'best in class' candidate experience

Our Employed Leasing Solution

WITH GERMAN ANÜ AND DUTCH DATACHERING COMPLIANCE

Employed leasing offers a seamless solution for businesses needing temporary skills without the risks associated with deemed employment, including compliance with German ANU regulations. This innovative approach allows you to quickly and efficiently fill gaps in your workforce with highly skilled professionals, all while mitigating the compliance and regulatory challenges that typically accompany temporary employment. Employed leasing is particularly beneficial in industries where project demands can fluctuate significantly.



Suitable candidates become full-time employees of Darwin, enjoying full employment benefits.

Professionals are leased to your organization on a per-hour or per-day basis, as per your needs.

Competitive leasing rates provide a financially viable alternative to traditional consultancy or direct employment.

By choosing employed leasing, you gain access to a flexible staffing solution that can be tailored to meet the specific needs of your projects. This model helps you maintain operational continuity, reduce administrative overhead, and focus on your core business activities, knowing that your temporary staffing needs are being expertly managed and compliant with regulatory standards.

We're Trusted By:



MAN Energy Solutions
Future in the making



Our Vision

To be the Global Engineering talent partner of choice.



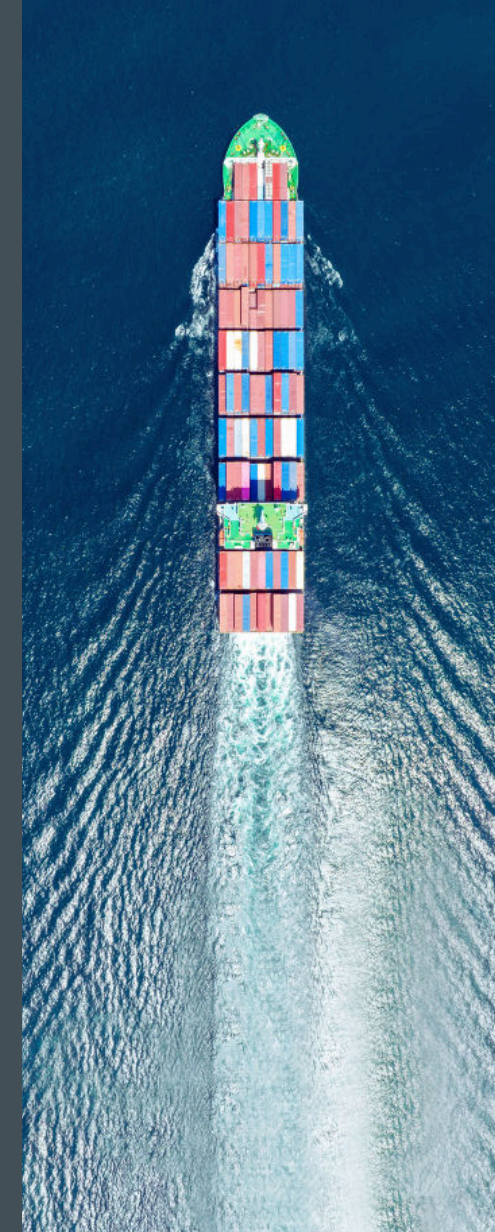
Our Mission

Pushing boundaries of sustainability, business and people – providing tomorrow's energy solutions – today.



Our Values

Responsibility, Accountability,
Passion, Integrity, Drive &
EVOLUTION.



Providing global solutions is what we do:

No location is off limits when it comes to our desire to serve our clients' needs around the globe.

Due to Darwin's locations in Amsterdam, Baltimore, London, Munich, and Zurich, we are strategically positioned to mirror the engineering industry's main growth and investment areas.



We are a KUNUNU 2024 Top Company:

We have been awarded the Top Company Award 2024 by Kununu, awarded to less than 5% of all companies in Germany.

According to a recent YouGov study, the Top Company seal is relevant for 45 percent of job seekers during applications.

Click on the icons next to each photo to reach out via email or to connect on LinkedIn



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