



Your industry. Our Expertise.

Global Experts in Shipping & Maritime Recruitment

MARPROTM
MARITIME PROFESSIONALS

Welcome to MARPRO Group



RECRUITER

MARPRO Group is a dedicated partner to the global shipping and maritime industry, helping companies secure the expertise they need to perform, grow, and stay competitive.

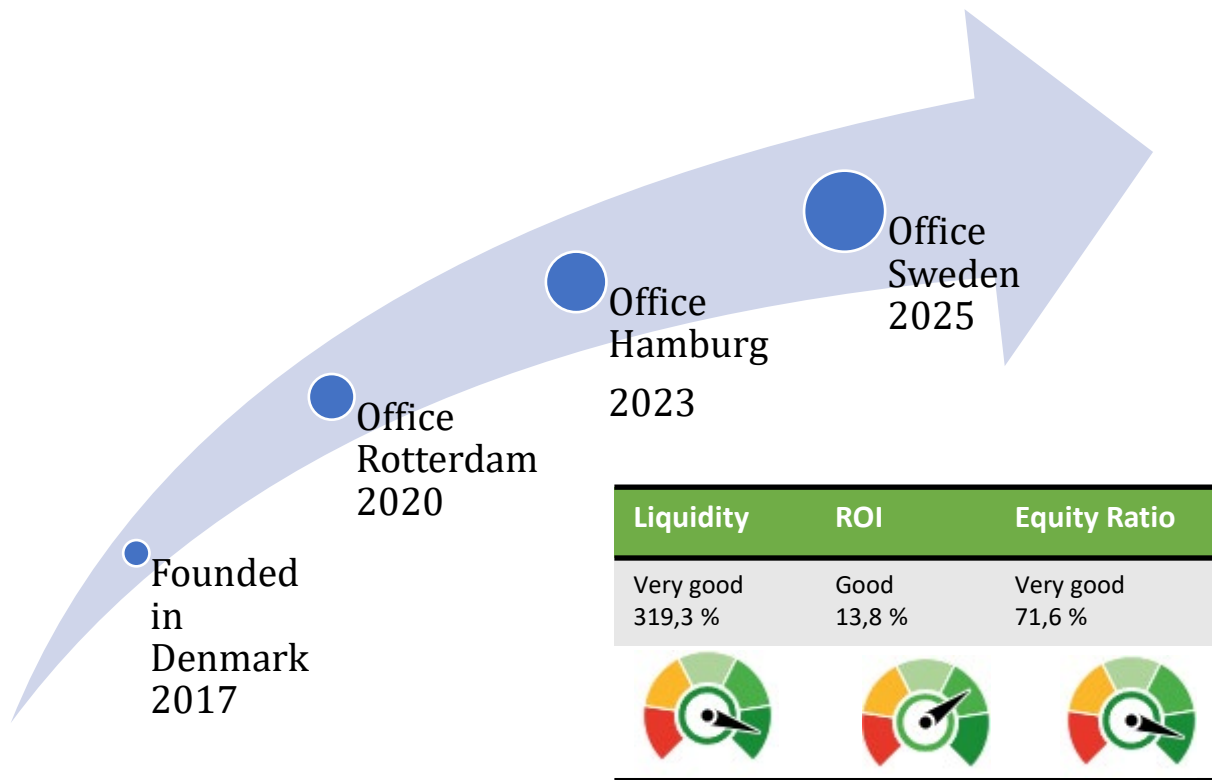
Founded in 2017 and built on deep, hands-on maritime experience, we operate at the intersection of recruitment, consultancy, and market intelligence - providing insight that goes beyond sourcing and into real industry understanding.

With 100% focus on shipping and maritime, MARPRO Group offers specialist knowledge of the sector's people, roles, and commercial realities, ensuring precise solutions tailored to the industry's exact requirements.

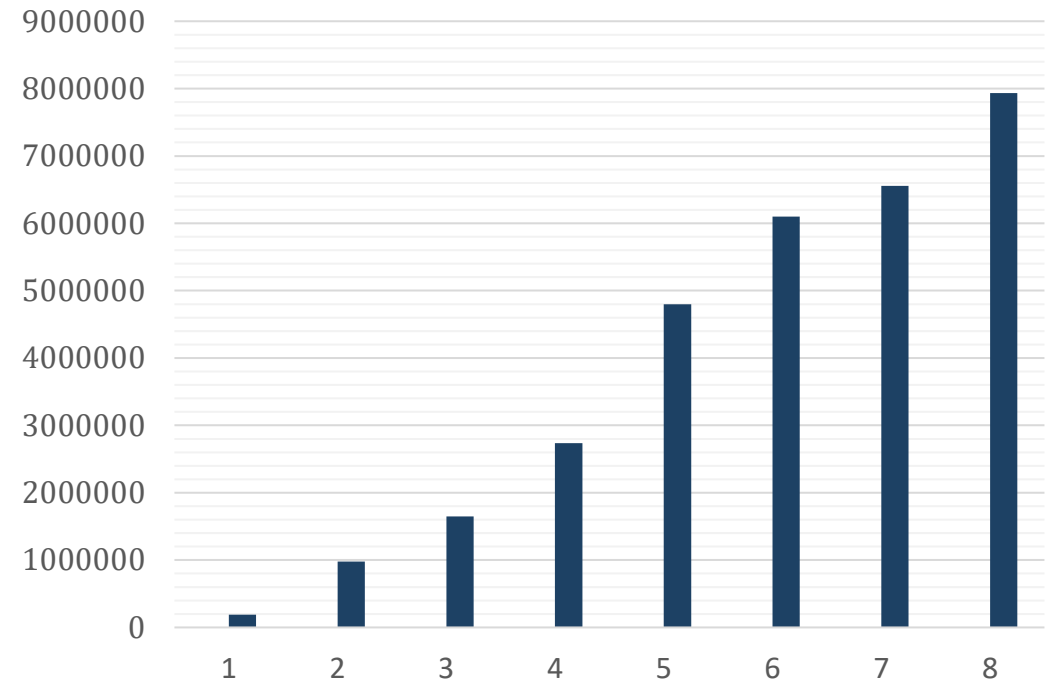




Our Journey



Turnover



Team

Our team consists of dedicated maritime professionals with deep, hands-on industry experience, ensuring that every assignment is delivered with precision, insight, and practical understanding.

Backed by more than 300 years of collective maritime experience, we understand the realities, challenges, and demands of the industry - allowing us to consistently deliver the right talent and informed guidance tailored to each client's unique needs.



Danny van Eijk
Managing Partner, MARPRO
Benelux BV



Dorthe Arve Olsen
Marketing Assistant



Finn Williams
Facility Manager



Henk Gennissen
Managing Director, MARPRO
Benelux BV



Inga Ellekjær
Talent Acquisition Manager



Jakob le Fevre
Chief Executive Officer,
Master Mariner



Janie Desiré From
Søgård
Chief Financial Officer



Julie Mailind
Talent Acquisition Manager



Karl-Henrik Havdrup
Managing Director, Master
Mariner, MARPRO Sweden



Kim Alexander Nilsson
Chief Sales Officer, Master
Mariner



Margarita Chalmer
Managing Director, MARPRO
Germany

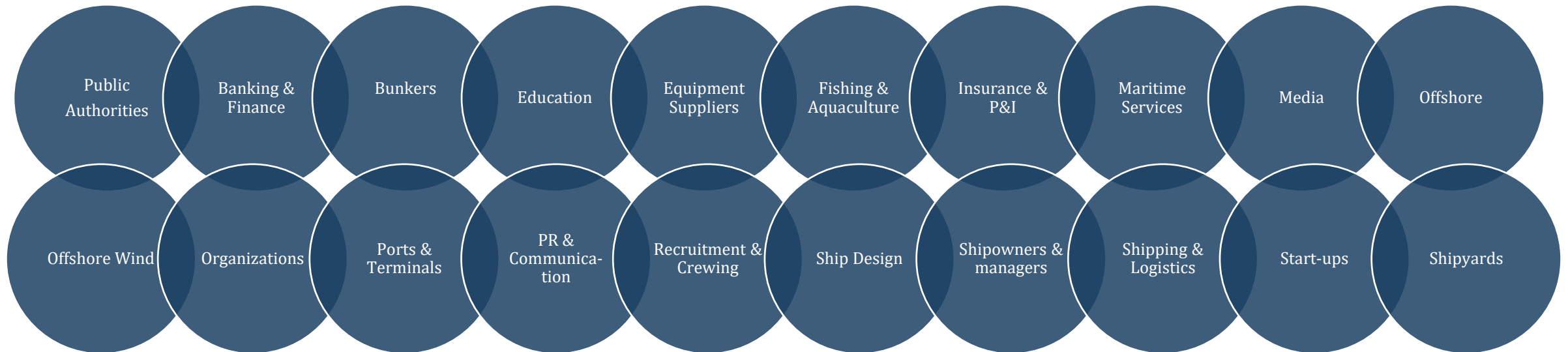


Nanna Lyck Cerelius
Chief Operating Officer,
Master Mariner

Maritime Sectors we operate in

The maritime industry spans multiple sectors, each with its own disciplines, terminology, and ways of working.

At MARPRO Group, we have hands-on experience across all major maritime sectors and a deep understanding of the dynamics, culture, and language that define each one - allowing us to engage quickly, accurately, and credibly with both clients and candidates.



Short facts about MARPRO Group

Strong references from market-leading companies across the maritime industry.

In average 50 assignments per month

+25.000 active candidates in our database

98% success rate

87% of placements made with candidates not actively searching for a job

A second-to-none online presence, supported by strong owned media platforms and powerful, industry-leading social media communities.

Many of our assignments – especially Executive Search – are never publicly advertised

We are often engaged as strategic partners for our clients – advising on team composition, talent acquisition strategies, sales development, and growth planning.

T&C Framework

Frame Agreement

Precondition for collaboration is a signed Frame Agreement. The Frame Agreement **does not commit you to use us exclusively and does not commit you to use us for a specific number of assignments.** It is basically **just aligning on terms & conditions** in case you decide to issue a working order.

Working Order

Is the term we use, when you officially give us the mandate to work on a specific assignment, is that case below terms & condition will be applicable:

- Start-up fee incl. tailor-made job advertising campaign to be paid when working order is accepted by MARPRO Group
- Search & Selection fee in % of candidate's annual gross salary to be paid when employment contract is signed
- No cure – No pay on Search & Selection Fee
- 3 months warranty
- Exclusivity required

(Further details and our Search & Selection terms and conditions will be provided upon your request)

Exclusivity explained

While the need for professional recruitment support is growing, current procurement expectations in maritime recruitment often lag behind operational reality.

Maritime recruitment is, by nature:

- Highly specialized
- Compliance-heavy and certification-driven
- International in scope
- Slow-moving due to safety, regulatory, and contractual constraints

Yet many maritime employers continue to expect classic “no cure, no pay” success-only models - despite long time-to-hire, limited candidate pools, and the high cost of sourcing

Exclusive mandate is key to success

Industry evidence* shows that exclusive mandates and hybrid fee structures are far more common among successful maritime recruitment specialists.

These models allow recruiters to invest properly in sourcing, assessment, and compliance while delivering higher quality and greater predictability for employers.

*Recruitment Barometer 2025 published by the National Association of Recruitment Agencies in Germany (GVP).

Our default Operating Model



Our Time Frame KPI's for default assignments

From working order received
to response

Max. 24 Hours

From Working Order
clarification meeting to
proposal of job ad

Max. 3 days

From approval of job ad to
online marketing campaign
initiated

Max. 24 Hours

From job ad online to
presentation of candidates

Max. 4 weeks

Common deviations from default

Fast hiring

In urgent cases, the presentation format can be adapted from a competitive shortlist to a one-by-one introduction of fully qualified candidates.

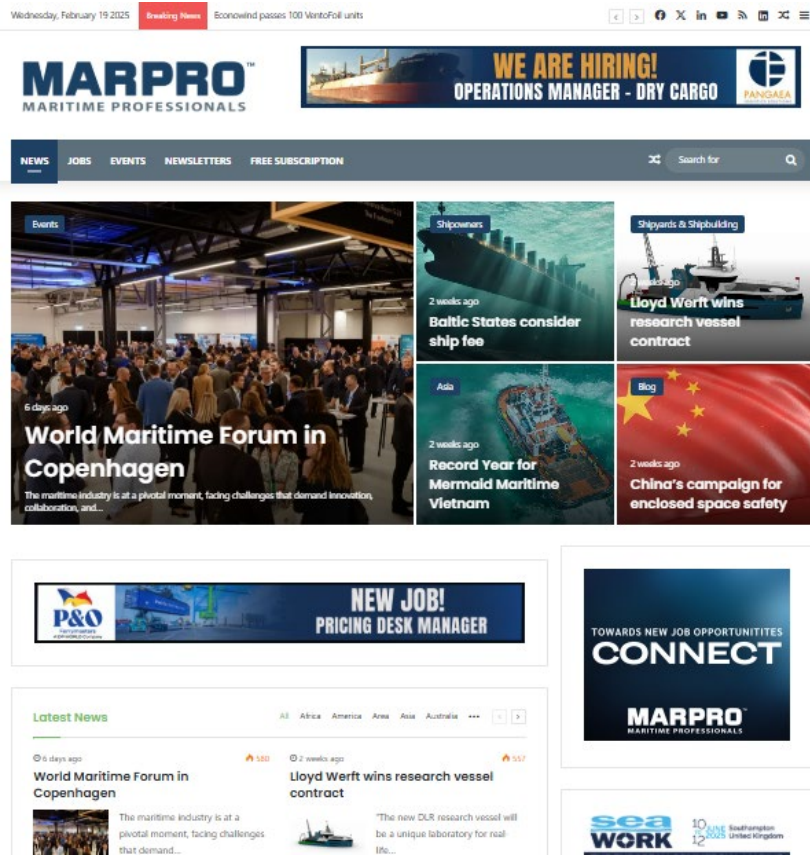
Pre-cruitment

A confidential search for the replacement of a profile that is currently employed, where maintaining operational efficiency is of outmost importance and it is important to avoid any leadership vacuum.

Executive Search

A search for C-level managers, typically performed under high confidentiality, thorough background and reference check in combination with personality assessments and cognitive analysis.

Online presence and audience



MARPRO Group operates www.maritime-professionals.com, featuring industry-relevant articles with a strong focus on the maritime sector, along with key events and job opportunities.

300.000 visits
per month

100.000
unique visits
per month

Newsletter
25.000
Subscribers



Maritime
Professionals
121.000
members



Maritime
Deck Officers
35.000
members



Company
Page
15.000
members

Candidate feedback from survey

Because MARPRO Group works exclusively within the shipping and maritime industry, every candidate represents significant value to us.

This focused approach allows us to invest more time in understanding each candidate's background, ambitions, and potential - rather than treating applications as volume. As a result, candidates benefit from a more personal, informed, and transparent recruitment process, with expert guidance and a genuinely improved application experience from first contact to final outcome.

How would you rate the professionalism of the MARPRO Group recruiters?

Result: 9.59 out of 10

How would you rate the communication from the recruitment team throughout the process?

Result: 9.52 out of 10

How did you find the availability and responsiveness of the recruitment team?

Result: 9.58 out of 10

Were the interviews with MARPRO Group well-structured and relevant for the position you applied for?

Result: 9.45 out of 10

How would you describe the quality of information you received about the position and company you applied for?

Result: 9.33 out of 10

Would you recommend others to apply for a job through MARPRO Group based on your experience?

Result: 9.59 out of 10

References– Shipowners & Ship Managers



References – Technical Suppliers



References – Service, SaaS/DaaS, Bunkers, Classification, Shipping, Organisations, Design, Ports & Terminals etc.



COPENHAGEN MALMÖ PORT



A. HENRIKSEN SHIPPING A/S
Est. 1934



References - Shipyards



CSR Partners & Memberships



DSNAME



**MARITIME &
OFFSHORE NL**
DUTCH INNOVATION AT SEA