

# OFFSHORECREW INSIGHTS

## SEMI-ANNUAL CREWING REPORT

Highlighting staffing trends  
and industry developments



# Content

1. Introduction

---

2. What 2025 taught us

---

3. Industry trends 2026

---

4. Staffing distribution by industry

---

5. Staffing distribution by position

---

6. Staffing distribution by vessel type

---

7. Why It Is Important for Shipowners to Work with Certified MLC Crew Agents

---

8. Article: Young at sea

---

9. Article: Catering 140 at Sea - Insights from a Chief Steward

---

10. Our services

---

11. Summary

---



# Introduction

In this second edition of OffshoreCrew Insights, we follow up on the findings from our first report with updated figures from the second half of 2025 and a status review as we move into 2026.

The report combines data-driven analysis with operational insight, reflecting how market activity, capacity constraints, and regulatory demands continue to shape offshore operations.

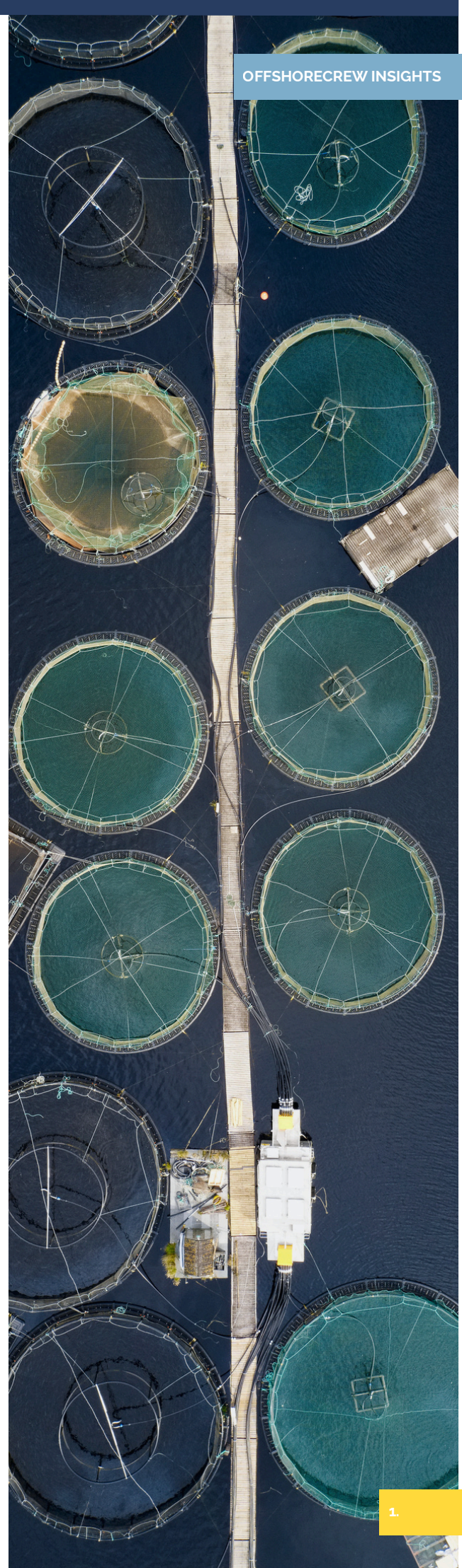
This issue includes an overview of industry trends for 2026, followed by detailed breakdowns of staffing distribution by industry, position, and vessel type. In addition to quantitative data, the report is intended to support transparency and constructive dialogue with both clients and candidates by sharing insights into how the market is developing and what is increasingly required to operate reliably.

***"This issue is intended to support openness and productive dialogue with clients and candidates."***

***We appreciate your interest and look forward to new opportunities in 2026!"***



*Javier M. Zahn*  
CEO, OffshoreCrew AS



# What 2025 taught us

*We began 2026 by bringing the team together to reflect on the year behind us. By sharing experiences and learning from daily operations, we aligned on what mattered most and how we wanted to move forward together.*

2025 confirmed that high activity has become the new normal across offshore and maritime operations.

**Demand for qualified personnel remained consistently strong, while access to experienced and certified crew continued to be limited.**

This situation placed greater pressure on planning, mobilization, and operational execution, particularly for short-notice assignments and specialized roles.

**The ability to respond quickly to changing needs has been one of our biggest strengths.**

For OffshoreCrew, the year highlighted the importance of having sufficient onshore capacity and well-defined processes. As client operations expanded across regions and jurisdictions, complexity increased around visas, compliance, reporting, and coordination.

**2025 also demonstrated that experience and continuity matter.**

Stable crew relationships reduced operational risk, improved handovers, and supported consistent delivery for clients. In a market marked by competition for people, long-term cooperation with seafarers proved to be a significant strength.

**Another key lesson was the growing role of practical digital tools.**

Data, reporting systems, and shared platforms increasingly supported daily operations rather than remaining long-term ambitions. When used correctly, these tools improved overview, reduced manual workload, and contributed to better decision-making across teams.

**Overall, 2025 showed that success in a high-activity market depends on a strong operational framework, flexibility, and close cooperation.**

# Industry trends 2026

*Building on experience from 2025 and current market movements, our expectations for 2026 point toward a year where stability, predictability, and scalability become decisive as projects grow in size and complexity.*

## **Operational efficiency is increasingly driven by long-term lifecycle planning.**

Asset utilisation, maintenance, and manning strategies are aligned to realistic capacity and sustained reliability. Clear roles and close coordination across operations remain essential.

## **Digital maturity and the increasing use of AI are raising expectations across operations.**

As data-driven tools become more embedded in daily work—both onshore and offshore—greater demands are placed on data quality, transparency, and consistency.

## **Clear data ownership and structured sharing are becoming essential.**

There is a growing expectation that privacy, security, and compliance are handled as an integrated part of daily operations.

## **Offshore wind continues to influence activity through scale and execution complexity.**

Larger projects, tighter schedules, and multi-country operations place higher demands on logistics, documentation, and mobilisation planning.

## **Regulatory requirements are evolving into tighter operating conditions.**

Environmental reporting, training, and crew documentation are increasingly integrated into daily operations. Stricter oversight and overlapping national frameworks place higher demands on planning, competence, and documentation—particularly in operations involving non-EU personnel.

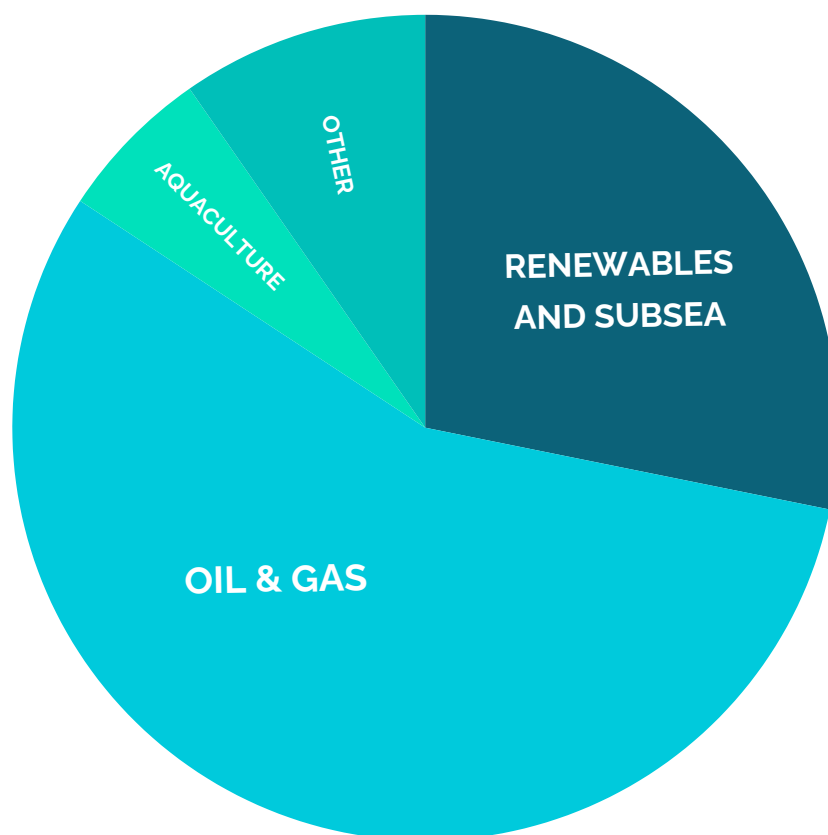
## **We look ahead with a clear ambition to meet these challenges together with our clients and industry colleagues.**

# Staffing distribution by industry

During the second half of 2025, OffshoreCrew delivered qualified personnel across several core segments within the offshore and maritime industry.

The majority of placements were within Oil & Gas (203 placements), reflecting continued activity and demand in the traditional offshore energy market. Renewable energy and subsea operations also represented a significant share of our assignments (102 placements), illustrating sustained project activity within these segments.

Aquaculture continues to show positive development compared to the previous reporting period, indicating gradual diversification of vessel activity and client demand. The “Other” category primarily consists of placements within the shortsea and guard segments.



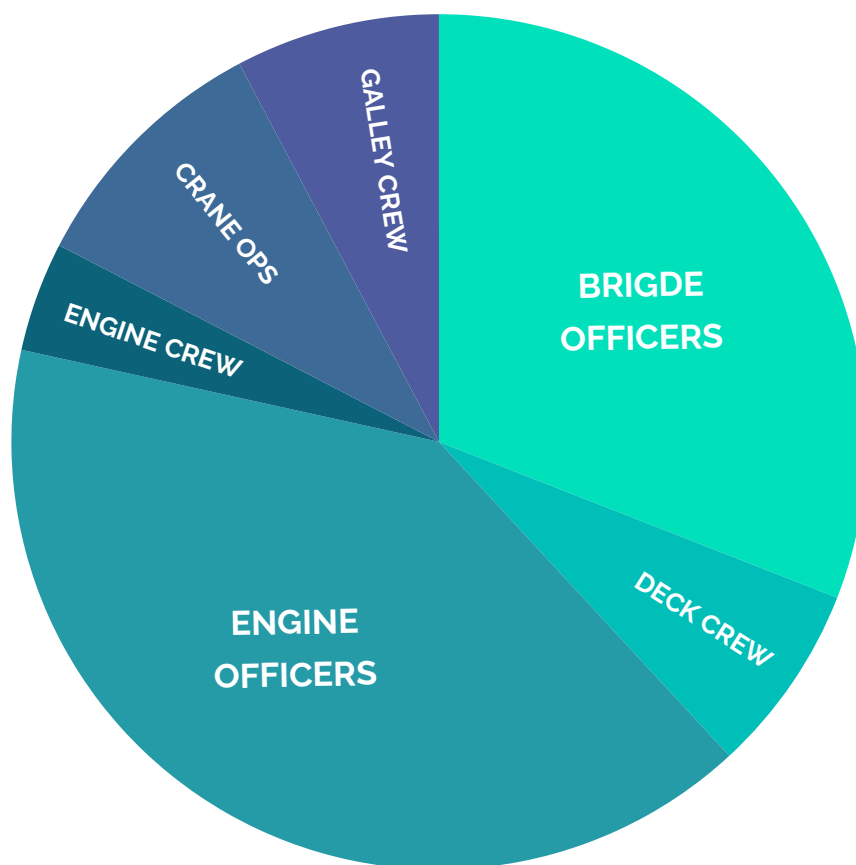
Overall, the distribution reflects current market activity and demonstrates our continued focus on supporting clients across a broad range of offshore industries as operational requirements evolve.

\*Note: data has been simplified for presentation purposes

# Staffing distribution by position

In the second half of 2025, we placed personnel in 362 offshore positions across our client portfolio. In parallel, we maintained between 50–100 active offshore crew management positions per month, reflecting steady operational activity throughout the period.

A significant share of placements was within senior marine and technical roles, while deck, crane, and galley positions represent essential operational support functions onboard. Overall, the distribution aligns with current vessel activity levels and reflects close cooperation with clients across a broad range of onboard disciplines and competency levels.



**Category explanation:** Brigde Officers: Captain, Chief Officer, 2nd Officer, 3rd Officer | Deck Crew: AB, Gangway Operator | Engine Officers: Chief Engineer, 2nd Engineer, 3rd Engineer, ETO/ETR | Engine Crew: Motorman, Mechanic | Crane Ops | Galley Crew | Chief Steward, Steward, Cook, Cook w/ admin, nightcook

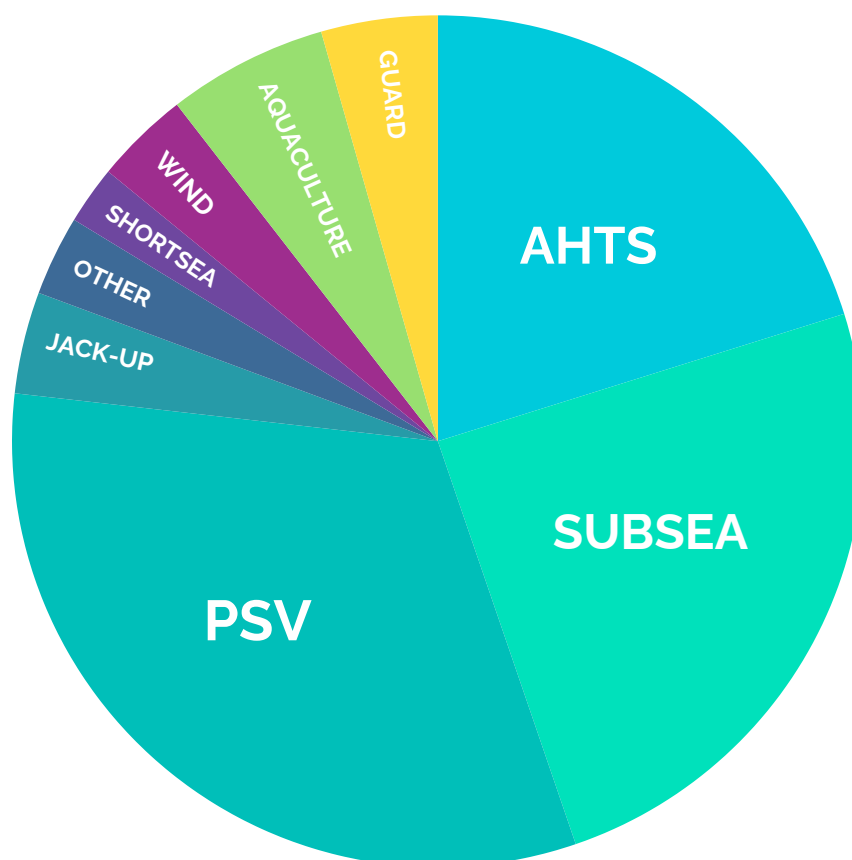
Note: Positions under Crew Management are not included in the chart.

# Staffing distribution by vessel type

During the second half of 2025, OffshoreCrew delivered qualified personnel across a broad portfolio of offshore vessel segments.

Our recruitment activity reflects continued demand within the offshore market, supporting both traditional energy operations and emerging segments. We have supplied crew to a diverse range of vessel types, ensuring alignment with the operational and certification requirements specific to each segment.

Compared to the previous reporting period, we observe a clear increase in assignments within aquaculture and subsea operations. Anchor Handling Tug Supply (AHTS) and Platform Supply Vessels (PSV) remain the dominant vessel categories in terms of deployment volume, representing the largest share of our staffing activity.



This distribution reflects current market activity and demonstrates our continued focus on flexibility, responsiveness, and close collaboration with clients across diverse offshore segments.

Note: data has been simplified for presentation purposes.

# Why It Is Important for Shipowners to Work with Certified MLC Crew Agents

Compliance with the Maritime Labour Convention (MLC 2006) is a fundamental responsibility for shipowners. The Convention sets minimum global standards for seafarers' working and living conditions and makes shipowners accountable for recruitment practices — even when these services are outsourced.

Using a certified MLC crew agent helps ensure that employment agreements are compliant, wages are handled transparently, qualifications and medical certificates are verified, and that no recruitment fees are charged to seafarers. Structured procedures and audited systems provide documentation that supports consistent regulatory compliance.

This becomes particularly important during Port State Control (PSC) inspections, where employment contracts, wage records, and recruitment processes may be reviewed. Deficiencies can result in delays, penalties, or operational disruption — outcomes that are especially costly for offshore vessels operating on tight schedules.

**Beyond inspection risk, compliant recruitment also reduces legal exposure. Under MLC, responsibility for protecting seafarer rights remains with the shipowner. Demonstrating due diligence through a certified recruitment partner strengthens documentation and mitigates potential disputes.**

In a market where ESG expectations and ethical supply chain transparency are increasing, certified MLC crewing supports responsible operations and long-term commercial credibility. Ultimately, it represents not only regulatory compliance, but a structured approach to risk management in a complex international environment.

**OffshoreCrew AS is certified in accordance with the Maritime Labour Convention (MLC 2006), ensuring compliant and responsible recruitment practices.**

Updated documentation on our certificates is available [on our website](#) at all times.

# Young at sea

**Working offshore is more than just a job for Remi Ekerhovd and Vegard Langeland—it is a career choice they are confident they made at the right time.**

During a recent visit onboard Skandi Africa, OffshoreCrew AS met the two young marine engineers to learn more about their experiences and motivation for choosing a life at sea. Both speak with clear enthusiasm about their profession and the opportunities offshore life provides. When asked what advice they would give to others considering a maritime career, their answer is immediate:

**“Go for it. We would definitely recommend it.”**

They highlight the international working environment, varied working days, and strong professional development as key reasons to choose a career at sea. Remi followed a vocational and maritime education path and has sailed internationally since graduating in 2019. Today, he works as First Engineer and values the combination of demanding technical work and the opportunity to experience different parts of the world.

Vegard is currently sailing as a cadet and was on his second trip onboard Skandi Africa when OffshoreCrew met him. He points to the learning environment onboard as one of the most rewarding aspects of the job. Offshore life also offers memorable experiences ashore, where Vegard highlights Brazil as a favourite destination;

**“We often get a full day alongside, which gives us time to explore the area.”**

***Vessel visits and crew dialogue provide valuable insight. If you would like to share your story or invite us onboard, we would be happy to hear from you!***

Read the full article on our website:  
<https://www.offshorecrew.no/stories/young-at-sea>



# Catering 140 at Sea

## - Insights from a Chief Steward

Catering onboard an offshore vessel is far more than preparing meals—it is a critical support function that helps keep operations running smoothly around the clock. During a recent visit to the offshore service vessel Skandi Africa, OffshoreCrew gained insight into this often unseen but essential part of life at sea.

Skandi Africa, a 160-metre vessel and winner of Ship of the Year 2015 by Skipsrevyen, welcomed employees from OffshoreCrew's Kristiansand office for a guided tour hosted by Captain Ketil Morgan Karlsen. Among the key people met onboard was Andre Rasmussen, Chief Steward, who has served on the vessel for four years and brings more than 15 years of experience from the DOF fleet.

Rasmussen leads a catering team of fourteen, responsible for serving up to 140 people in an international operating environment. He emphasizes competence development and recruitment as central to maintaining high standards. "Having apprentices onboard is a real asset," he says, noting the increasing level of formal education within offshore catering. Operating globally presents logistical challenges, from provisioning across regions to managing storage and maintaining quality for extended periods.

The catering team plans supplies for up to six months, while also adapting menus to cultural preferences and religious requirements. "Access to raw materials can vary significantly, and we must adapt both logistics and menus accordingly," Rasmussen explains.

***Each vessel visit offers new perspectives and valuable learning. We look forward to continuing these conversations and welcome the opportunity to visit more vessels and crews in the time ahead.***

***Read the full article on our website:***

<https://www.offshorecrew.no/stories/insights-from-a-chief-steward>



# Our services

OffshoreCrew AS offers flexible solutions for recruitment and crew management for clients in the offshore and maritime industry. We understand the unique challenges regarding recruiting qualified seafarers and technical personnel, and ensures an efficient and reliable recruitment process.



## EFFICIENT RECRUITMENT

Our extensive network of experienced seafarers and offshore personnel ensures access to qualified personnel for both short- and long-term placements.

---



## KNOWLEDGE-BASED APPROACH

We ensure that our candidates have all necessary certifications, experience and skills needed for each specific role.

---



## CERTIFICATES AND COURSES

We administrate certificates and training in compliance with international STCW standards. We offer a range of STCW courses online, on our course platform [offshorecourses.no](https://offshorecourses.no)

---



## MATCHING COMPETENCE AND VESSEL TYPE

We are experienced in crewing a wide range of vessels types, and make sure to match personnel with the right experience and competence to the right vessel.

---



## PREPARED FOR URGENT REQUESTS

Our dedicated team is always ready to handle immediate staffing needs, to ensure minimal disruption of operations for our clients.

---

## OUR TEAM — HERE TO SUPPORT YOUR CREWING NEEDS



# Summary

OffshoreCrew AS continues to support offshore- and maritime operations by providing qualified and experienced personnel aligned with the unique requirements of each client and project. Our customized staffing solutions are designed to enhance safety, operational efficiency, and consistency across different roles and vessel categories.

**We sincerely value the confidence shown by both clients and candidates, and we look forward to continuing to build strong relationships and developing long-term collaboration based on trust and transparency.**

## Contact us

OffshoreCrew AS  
Handelens hus (4th floor)  
Rådhusgata 3  
4611 Kristiansand  
Norway

Website: [www.offshorecrew.no](http://www.offshorecrew.no)  
E-mail: [info@offshorecrew.no](mailto:info@offshorecrew.no)  
Phone: +47 38 60 20 70  
Duty phone: +47 994 19 506  
Skype: offshorecrew

