

OFFSHORECREW INSIGHTS

SEMI-ANNUAL CREWING REPORT

Highlighting staffing trends
and industry developments

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Introduction

In this third edition of OffshoreCrew Insights, we look back at the first half of 2026 – a period of change, activity and new opportunities across the maritime and offshore industries.

Using data from our own operations, we explore how demand, staffing patterns and the candidate market have developed across the sectors we serve.

At the same time, OffshoreCrew is entering a new chapter. From the North Sea to the world, we are expanding our international footprint and strengthening our ability to support clients wherever their operations take them.

The way we work remains the same: personal, responsive and close to both clients and candidates. Now, we are combining that approach with a broader global platform.

“Same OffshoreCrew. Bigger footprint. Global capabilities.”

We look forward to sharing the journey – and the insights from the first half of 2026.



Javier M. Zahn
CEO, OffshoreCrew AS



Introducing MarineCrew



MarineCrew builds on more than ten years of maritime crewing experience developed through OffshoreCrew.

Since 2013, we have worked across the maritime and offshore sectors, building a broad understanding of the operational, regulatory and crewing requirements involved in keeping vessels safely and efficiently manned.

Our maritime activity began expanding beyond offshore in 2015, when we started supplying crew to fishing vessels and smaller service vessels along the Norwegian coast.

Since then, our experience has grown across a wide range of vessel types and operations, including tugboats, research vessels, wellboats, service vessels, delousing vessels, ferries and cruise ships.

Aquaculture has become an important part of this development. Through assignments for workboats, wellboats and delousing vessels, we have developed valuable sector-specific knowledge and established relationships with both crew and operators.

Passenger shipping has been another important part of our maritime experience.

Assignments have covered deck, engine, electrical and hotel departments, providing valuable insight into the specific crewing requirements and operational demands of passenger vessels.

The Norwegian market will be central to MarineCrew going forward, with a particular focus on shortsea shipping and aquaculture.

These are markets where we already have an established network, a strong candidate base and extensive experience from working closely with vessel operators.

MarineCrew brings this experience together in a dedicated maritime crewing concept, providing recruitment and crewing support tailored to the requirements of shipowners and operators along the Norwegian coast.

MarineCrew is not starting over – it is building on what we already know.



Carl Eric B. Vethal

Business Development Manager,
OffshoreCrew AS

Operational Insights

This overview is based on internal workshops where we assess how market developments are affecting our work today and how they may shape our operations going forward. We look at what our clients are asking for, the challenges they are currently facing, and how we can adapt our processes and services to stay ahead.

Activity has increased across the offshore and maritime sectors, particularly within **offshore wind and aquaculture**.

New vessels and projects are creating more permanent positions and increasing demand for service and support vessels.

Shortsea activity has also increased following the launch of MarineCrew, our specialised maritime division for aquaculture and shortsea.

Demand for qualified seafarers continues to exceed supply, particularly for Engineers, Electricians and Crane Operators/ABs.

More newly qualified seafarers are entering the market, although experienced personnel remain in short supply as major projects compete for the same workforce.

Clients are increasingly looking for fast access to qualified crew, with **short-notice mobilisations** becoming more common.

Valid visas and work permits are increasingly important, particularly as activity grows in South America, West Africa and the UK, where visa processes can be challenging.

Offshore wind continues to influence the market through increased activity and larger projects. Tighter schedules and more complex operations place greater demands on logistics, documentation and mobilisation planning.

Regulatory requirements are increasingly integrated into daily crewing operations. Environmental reporting, crew documentation and requirements for non-EU personnel are creating greater demands for accurate data, structured processes and compliance.

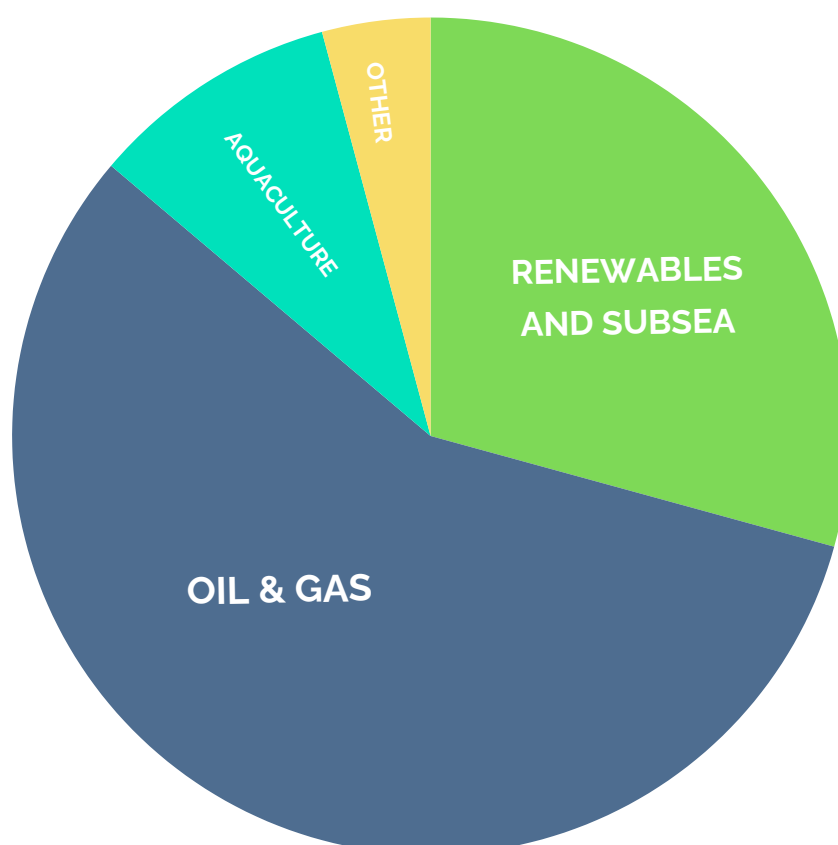
We are also seeing greater emphasis on **crew wellbeing and mental health**, alongside competence and availability.

More business is coming from **long-term clients and recurring positions**, making quality, responsiveness and strong relationships increasingly important in a competitive crewing market.

Staffing distribution by industry

We often use the slogan “If it floats, we crew it.” The staffing distribution for the first half of 2026 shows that this reflects our everyday work quite well.

Oil & Gas remains our largest staffing segment, but its share has decreased compared with the previous period, mainly due to increased activity within renewables. Aquaculture has also increased its share, supported by our stronger focus on the sector through the launch and development of **MarineCrew**.



This growing diversification reflects both broader market trends and the range of expertise in our network. With experienced employees at our Kristiansand office and seafarers with backgrounds across different sectors, we are well positioned to support a wide variety of vessels, projects and operational needs.

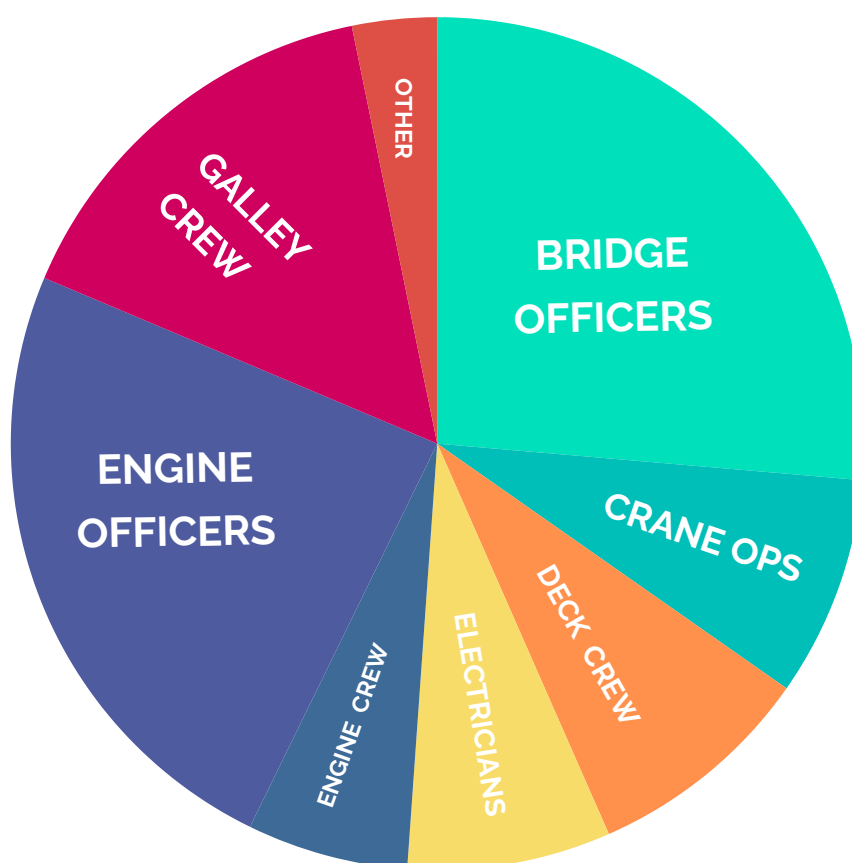
***Note: data has been simplified for presentation purposes**

Staffing distribution by position

In the first half of 2026, we recruited personnel for **311 positions** across our client portfolio, covering a broad range of senior, junior and specialized roles within offshore and maritime operations.

Bridge Officers accounted for the largest share of placements, followed by Engine Officers. Compared with the previous reporting period, the share of Bridge Officers increased, while Engine Officer placements decreased. Galley Crew represented a larger share, while Deck Crew remained relatively stable.

The chart provides a simplified overview of our recruitment activity. Our assignments also cover highly specialised positions where clients require specific competencies and experience.



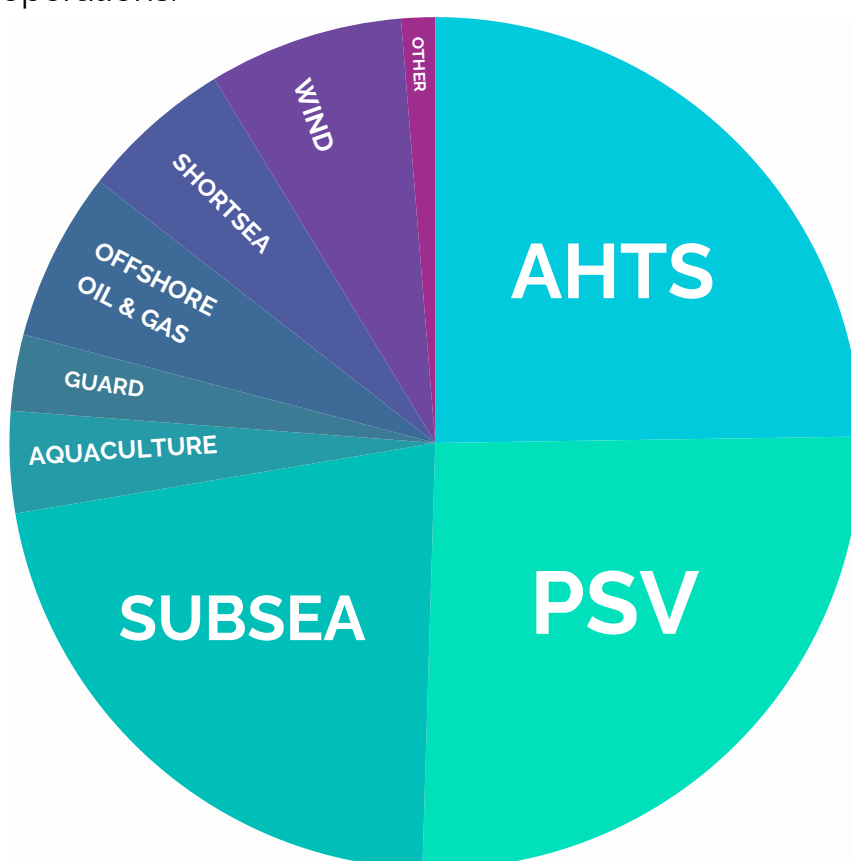
Category explanation: Bridge Officers: Captain, Chief Officer, 2nd Officer, 3rd Officer | Deck Crew: AB, Gangway Operator | Engine Officers: Chief Engineer, 2nd Engineer, 3rd Engineer | Engine Crew: Motorman, Mechanic | Crane Ops | Galley Crew | Chief Steward, Steward, Cook, Cook w/ admin, Nightcook

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

Staffing distribution by vessel type

During the first half of 2026, OffshoreCrew recruited qualified personnel across a broad portfolio of offshore and maritime vessel segments. The distribution reflects continued activity across established offshore operations, alongside growing activity in other maritime segments.

AHTS, PSV and Subsea remained the largest vessel categories, together accounting for the majority of our recruitment activity. Compared with the previous reporting period, the distribution is more evenly balanced between these segments, with AHTS and Subsea representing a larger share relative to PSV. Shortsea assignments increased, partly as a result of the launch of [MarineCrew](#), our specialised maritime division focusing on aquaculture and shortsea operations.



We also continued to support clients across Offshore Oil & Gas, Wind, Aquaculture, Guard and other vessel categories, reflecting the range of our recruitment activity and our ability to support varying crewing requirements across the maritime and offshore markets.

Note: data has been simplified for presentation purposes.

Expanding Our Course Portfolio

OffshoreCourses.no is our dedicated course platform, connecting candidates and industry professionals with relevant training opportunities from selected course providers and training centres.

In 2026, we have placed particular focus on popular online courses, making relevant training more accessible and flexible for professionals working across the offshore and maritime sectors.

Our online selection includes STCW courses covering areas such as Security Awareness, Safety Officer Training, Designated Security Duties, Crowd and Crisis Management, and Passenger Safety, Cargo Safety and Hull Integrity.

Online training has remained a key focus throughout the year, providing candidates with flexible options to complete relevant courses alongside work and rotation schedules.

A new addition this summer is G5 offshore crane operator training, which we now facilitate in cooperation with Kompetansebedriften AS. The selection includes theoretical, practical and simulator-based training.

We are pleased to see strong interest in the G5 courses, and the positive response has encouraged us to continue expanding the range of training opportunities available through OffshoreCourses.no.

We continuously evaluate our course selection based on industry needs and feedback from our network. If there are courses you would like to see available through OffshoreCourses.no, we welcome your suggestions and input.



First Assignment Turned Into a Permanent Position

In 2019, newly qualified officer Sverre Martin Brynjelsen contacted OffshoreCrew looking for his first opportunity. His first assignment turned into a permanent position as Chief Officer – and marked the beginning of an impressive career journey.

Earlier this year, we received a particularly appreciated email from Sverre Martin, thanking us for the role we have played in his career. His story is a great reminder of how one opportunity can lead to many more – both professionally and personally.

Sverre Martin grew up on Røvær, just outside Haugesund, where maritime life is a natural part of the community. Although he originally planned to join the police, he completed his nautical studies at Western Norway University of Applied Sciences in 2017.

After completing his cadetship with Østensjø Rederi, he contacted OffshoreCrew in 2019. His first application did not result in a position, but shortly afterwards we offered him a one-week assignment as Chief Officer on a tugboat operated by Boa on contract for the Norwegian Coastal Administration.

One week became two – and then a permanent position. “When it was time to go home, I was offered a permanent position as Chief Officer with Boa.”

He stayed with Boa for more than three years before returning to Østensjø Rederi. His career also brought him to Måløy, where he met his partner, Ingrid. They now have a daughter.

Today, Sverre Martin works on board Edda Fortis, is completing a master's degree in Maritime Management, and is preparing to start a new position with Floatel International – another opportunity that came through OffshoreCrew.

Read the full article on our website:

<https://www.offshorecrew.no/stories/first-assignment-turned-into-a-permanent-position>

Article Summary:

When Everything Fell Into Place

For Malin Pettersen, the maritime and offshore industry has been part of her life since childhood. What started with visits to her father's workplace eventually became her own career – and, at the beginning of summer, brought her to OffshoreCrew as the newest addition to our team.

Originally from Evje, Malin has called Kristiansand home for the past twelve years. After completing a Bachelor's degree in Marketing Management, including a semester in Brisbane, Australia, she went on to earn a Master's degree in International Business. Her career in the industry began at NOV, where she worked with the planning and coordination of offshore crane personnel. Today, she is part of OffshoreCrew as Crew & Logistics Coordinator.

Malin's connection to the industry goes back much further. Her father worked at McGregor as a Technical Crane Advisor, and she occasionally accompanied him to work as a child. "He would point to the young women working in administration and say, 'Maybe this will be your job one day.'"

Years later, she found herself working in planning and coordination within the offshore industry – something that felt like a remarkable coincidence. What Malin enjoys most about her work is the combination of people, logistics and coordination.

"No two days are the same. There is always something happening, and you often need to find solutions quickly. It is rewarding when everything comes together."

At OffshoreCrew, she is looking forward to developing her skills, taking on new responsibilities and getting to know colleagues, clients and personnel. "Everything has exceeded my expectations so far. I've been made to feel very welcome, and I'm excited about what lies ahead." We are delighted to have Malin on our team and look forward to seeing what the future holds.

Read the full article on our website:

<https://www.offshorecrew.no/stories/malin>

The OffshoreCrew Stretch

We have developed our own OffshoreCrew Stretch – a simple 5–10 minute stretching routine that can be done anywhere onboard, with no equipment needed. We do the routine ourselves in the office and have found it to be a great way to break up the working day and feel more energised.



Scan the QR code for a guided audio track.

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 ensure 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



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

The first half of 2026 has been marked by continued activity and increasing diversification across the offshore and maritime sectors. Demand for qualified personnel remains strong, while offshore wind, aquaculture and shortsea activity continue to grow.

The launch of MarineCrew has strengthened our focus on shortsea and aquaculture, while OffshoreCourses.no continues to expand access to relevant training through our network of course providers.

As OffshoreCrew continues to grow internationally, our focus remains the same: combining industry knowledge, a strong candidate network and responsive crewing solutions to support clients across a broad range of operations.

We look forward to building on this development and continuing to support our clients, candidates and industry partners in the time ahead.

**Same OffshoreCrew.
Bigger footprint.
Global capabilities.**

Contact us

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