



NAUTILUS SHIPPING

A 360-degree view on crewing

Hands That **Move the World**

The Strength Behind Every Ship



MEETING SEAFARER EXPECTATIONS:

Why Crewing is Critical Today

“Your crew is your biggest asset. If you want *safety, performance, and long-term success*, you have to invest in your people.

— Capt. Upinder



Capt. Upinder Pal Singh Baveja
Director - Maritime Talent Acquisition

With over four decades of experience across sailing on various types of ships, auditing, and crew management, I've had the opportunity to witness the maritime industry evolve up close. My journey began with a Class-1 certification from Southampton-UK in 1986, and in 1990, I took command of a UASC container vessel. Today, at Nautilus Shipping, I currently support the crewing team in a senior advisory capacity, helping streamline recruitment processes, strengthen crew planning strategies and in day-to-day operations.

Having sailed as a Master and worked across various shoreside roles, I've developed a practical and people-centric approach to crewing. I believe it's not just about meeting crewing numbers, it's about finding the right fit for both the ship and the seafarer, and creating a system that supports long-term growth and retention.



The Changing Face of Crewing and Seafarer Expectations

The last decade has brought significant change. There's been a big shift toward digital systems and compliance, but just as importantly, there's been a real change in how we think about the crew's well-being. Mental health, career planning, and clear communication have become much more central.

Crewing today is more dynamic, it's not just about filling a vacancy, but building a solid team that can meet the demands of modern shipping.

One of the biggest challenges in today's time is finding experienced officers, especially on specialized vessels. Retention is another issue, particularly with younger seafarers who are looking for more than just good pay; they want respect, career growth, and a balanced life. On top of that, increasing regulatory demands and competition across the industry make it harder to keep good crew long-term without making serious investments in training, support, and engagement.

Seafarers today expect more open communication, better mental health support, and clearer paths to grow their careers. They want to feel seen, not just like a number in the system. That means shipowners and crewing managers need to build real relationships, offer transparent processes, and provide platforms for feedback. It's not about overpromising, it's about being consistent and showing that we value them beyond the contract.


AI

WHAT AI COULD BRING TO THE TABLE

AI can be a real game-changer if we use it right. Imagine being able to match crew not just by rank but by past performance, vessel type, even personality fit, all based on real data. It can also help us predict crew availability, spot attrition risks early, and plan better. But at the end of the day, tech should support the human side of crewing, not replace it.

WHERE WE STILL NEED IMPROVEMENT

Despite all the advancements, we still need to innovate in areas like documentation, scheduling, and onboarding. There's also a real need to improve how we track soft skills, training, and overall crew compatibility. Technology can help us move faster and make smarter choices, but it needs to be integrated in a way that supports both the crew and the office teams.

A FINAL WORD TO INDUSTRY LEADERS

Your crew is your biggest asset. If you want safety, performance, and long-term success, you have to invest in your people. That means not just training, but real engagement. The industry is evolving, and those who adapt by focusing on both people and process will stay ahead.



INSIGHT ARTICLE



Waves of Change: Key Shifts in the Industry

— Capt. Upinder

Over the past decade, the ship crewing landscape has undergone significant changes driven by technology, regulations, market dynamics, and evolving workforce expectations. Here are some key shifts:

A. Digitalization & Technology Integration



B. Changing Crew Demographics



C. Regulatory & Compliance Burden



D. Mental Health & Welfare Focus



E. Increasing Difficulty in Recruitment & Retention



F. Rise of Third-Party Crewing & Global Crew Pools



G. ESG & Ethical Crewing



H. Emphasis on Soft Skills & Leadership



A. Digitalization & Technology Integration

- **E-logs, PMS, E-navigation systems:** Increased onboard automation has changed crew roles, requiring more tech-savvy seafarers.
- **Remote support:** Enhanced satellite connectivity allows more remote troubleshooting and performance monitoring, reducing sole reliance on onboard expertise.
- **Training evolution:** Simulation-based and online training have become mainstream, reducing time spent in physical classrooms.



B. Changing Crew Demographics

- **Aging senior officers:** Especially in traditional seafaring nations like Europe, India and Japan, leading to shortages in experienced officers.
- **Increased diversity:** A Growing number of seafarers from countries like the Philippines, India, China, Ukraine, Indonesia, Sri Lanka, Bangladesh & Vietnam.
- **Female participation:** Gradual increase in female seafarers, especially in junior ranks, supported by IMO and company DEI initiatives.

C. Regulatory & Compliance Burden

- **STCW updates, MLC enforcement,** and stricter flag/state inspections require higher compliance from crews.
- **Environmental rules:** Training for handling scrubbers, ballast water systems, EEXI/CII measures, and low-sulphur fuels adds to operational complexity.



D. Mental Health & Welfare Focus

- **COVID-19 pandemic impact:** Crew change crises highlighted seafarer welfare as a global issue.
- **Companies are now more attuned to:**
 - Mental health support programs
 - Internet access onboard
 - Shorter contracts and more frequent rotations, where possible



E. Increasing Difficulty in Recruitment & Retention

- **Officer shortages**, especially at management levels
- Growing reluctance among youth to join seafaring due to isolation, long contracts, and better shore-based opportunities
- Need for faster career progression and better life-work balance

F. Rise of Third-Party Crewing & Global Crew Pools

- Many owners/managers now outsource to professional crew managers
- Hybrid models (mix of nationalities on board) are increasingly common for cost-effectiveness and operational flexibility



G. ESG & Ethical Crewing

- Pressure on shipowners to ensure fair wages, decent working conditions, and responsible recruitment practices (e.g., avoiding placement fees)
- Due diligence in compliance with ILO and human rights audits by charterers and stakeholders



H. Emphasis on Soft Skills & Leadership

- Crews are expected not only to be technically competent but also good communicators, team players, and safety leaders
- Cultural awareness and conflict resolution are more important than ever in multinational crews

FUN FACTS!



The Longest Contract Ever? On a ship

Some seafarers have served contracts up to 18 months without shore leave due to pandemic restrictions, longer than astronauts on the ISS!

Crew Changes Can Be Like Spy Missions

Some difficult crew changes during port lockdowns involved helicopters, lifeboats, and water taxis to get crew off board safely, think "Mission Impossible: Seafarer Edition."

INTRODUCTION

Crewing Then and Now: A Brief Look at Maritime Evolution

From ancient mariners to modern crewing systems, the maritime world has always been shaped by those who sail its ships, the seafarers. In this edition of the Nautilus Newsletter, we celebrate our seafarers, the unsung heroes who've moved the world across centuries, adapting with time and tide.



Seafarers Through the Ages

Sailors and seafarers have charted the world's waters long before navigation systems existed. Ancient Mesopotamian, Egyptian, and Indus Valley civilizations relied on mariners to ferry goods, expand trade, and explore unknown shores. Indian seafarers sailed as early as 2300 BCE, with the Lothal dockyard standing as a testament to our early maritime expertise. These sailors were not only traders but also navigators, skilled in reading the stars and currents.

Arab mariners used tools like the kamal and advanced star charts to navigate across Asia, Africa, and Europe. During the Age of Discovery, European sailors like Vasco da Gama and Ferdinand Magellan unlocked new trade routes, further advancing the global shipping network.

Sailors, Pirates, and Privateers

History remembers the pirates, but not always the truth of who they were. In many ways, pirates were displaced seafarers. Some were naval men turned rogue due to political or economic shifts. Others, known as privateers, were commissioned by their governments to attack enemy ships. Regardless of their status, these men and women were deeply skilled mariners. They endured harsh conditions, navigated treacherous seas, and operated under their own codes of conduct, however controversial.

Seafarers in Ancient India

India's maritime heritage includes skilled seafarers from the Chola, Chera, and Satavahana dynasties. Indian sailors contributed to flourishing trade with Southeast Asia, the Middle East, and even Rome. Known for their knowledge of monsoon winds and shipbuilding, they carried spices, textiles, and culture across the Indian Ocean.



How Crewing Was Done in the Past

In earlier centuries, crewing was far less structured than today. Seafarers were often recruited at ports through informal networks, taverns, or shipping agents known as “crimps”. Contracts were vague or non-existent, and wages were inconsistent. Training was often informal, passed down through experience. Hierarchies were rigid, and welfare was an afterthought. It wasn’t until the 19th and 20th centuries that maritime labor laws began to emerge, laying the groundwork for today’s more standardized systems.

Impact of the World Wars on Crewing

Both World Wars had a profound impact on the maritime workforce. Seafarers were often called upon to deliver arms, supplies, and soldiers, making them frontline contributors to wartime logistics. Thousands lost their lives to submarine attacks and naval blockades, yet their sacrifices remained largely unrecognized. The wars also accelerated technological development in shipping and formalized crewing practices, especially around training and safety.

In the aftermath, crewing evolved into a more regulated system with countries recognizing the strategic value of having trained merchant navies. Global frameworks like the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) were introduced to protect seafarers and streamline crewing practices.

Modern Seafarers: From Handwritten Logs to Cloud-Based Rosters

Today’s mariners operate in an entirely different world, one where automation, compliance, and well-being all play central roles. At Nautilus Shipping, for instance, our crewing philosophy blends data-backed recruitment with a deeply human approach. We believe the right fit is not just about qualifications, but also compatibility, communication, and commitment.

Crewing has transformed into a system of layered responsibilities:

- ▶ Sourcing from a diverse, global pool
- ▶ Matching based on vessel type, skill level, and cultural fit
- ▶ Onboarding through digital documentation, simulation-based training, and scheduled briefings
- ▶ Retention through proactive support, career growth pathways, and crew welfare programs



Seafarers in India Today

India is now among the top five suppliers of officers and ratings to the global merchant fleet. Indian seafarers are known for their adaptability, competence, and strong English proficiency. With maritime institutes across the country producing trained personnel, and Indian companies like Nautilus Shipping leading with technology-driven crewing solutions, the future is robust.

However, challenges remain, including crew shortages, mental health concerns, and generational shifts in career preference. That's why firms are investing more in digital infrastructure, structured learning, and better onboard connectivity.



Trends That Are Shaping the Future

The coming decade promises more transformation:

- ▶ **AI in Recruitment:** Using predictive analytics to match crew with vessels based on performance, history, and compatibility.
- ▶ **Greater Focus on Wellness:** From mental health resources to shorter rotations and better accommodation.
- ▶ **Hybrid Crews:** Blending different nationalities and skill sets for operational efficiency.
- ▶ **Remote Training:** VR, AR, and simulation-based modules that reduce time in classrooms while improving learning outcomes.
- ▶ **Sustainable Shipping:** Crewing policies will need to support newer, greener vessels and operations.

From ancient reed boats to container megaships, seafarers have always been at the heart of maritime progress. While vessels have changed, the spirit of those who sail them has remained steadfast. At Nautilus, we honour that legacy by not just filling roles, but by building careers, supporting growth, and celebrating the hands that move the world.

CREW RETENTION

Retaining Maritime Talent: Why Crew Retention Matters More Than Ever

Today, a major challenge for the fast-paced shipping industry is crew retention. Behind every voyage are seafarers, highly skilled professionals who ensure vessels operate safely, efficiently, and on schedule. Retaining them is no longer optional. It's essential.



The Modern Crew Retention Challenge

Life at sea comes with unique pressures, months away from family, unpredictable conditions, mental health concerns, and fatigue. These issues, combined with changing career expectations from younger generations, are contributing to higher attrition. Skilled seafarers are increasingly choosing shore-based roles or leaving the profession altogether.

The ICS projects a **shortfall** of **90,000** trained seafarers by 2026. This turnover disrupts operations, increases recruitment costs, and weakens onboard safety culture. For an industry that relies on experience and coordination, this is a serious concern.

Why Retention Matters

High crew retention supports:

- **Operational Continuity:** Familiar crews are more efficient and safer.
- **Lower Costs:** Reducing the need for constant recruitment and training.
- **Compliance and Safety:** Seasoned seafarers ensure regulatory standards are consistently met.

For seafarers, a company that invests in their well-being, growth, and work-life balance becomes a long-term career choice.

Solutions That Work

Forward-thinking companies like Nautilus Shipping are proving that retention-focused crewing is both humane and strategic. Some key practices include:

- **Prioritizing Welfare:** Mental health support, safe working environments, and communication access with families.
- **Fair Rotation Policies:** Predictable work schedules and adequate rest periods.
- **Competitive Compensation:** Industry-aligned pay, bonuses, and benefits like insurance and leave.
- **Career Development:** Access to training, certifications, and leadership programs.
- **Recognition:** Celebrating milestones and crew achievements to boost morale.

Crew retention is about building trust, fostering belonging, and investing in people. In a changing maritime landscape, companies that support their crew will be the ones best positioned for long-term success.



SUSTAINABILITY

The Green Skills Gap: Are Seafarers Ready?

As global shipping accelerates toward decarbonization, a new challenge is surfacing, one not measured in CO₂ or fuel efficiency, but in human readiness. The shift to low and zero-carbon fuels like LNG, methanol, and ammonia demands a workforce equipped with new technical and safety skills. But are today's seafarers prepared for this green transition?



Training for a Decarbonized Era

Operating vessels on alternative fuels introduces new risks and responsibilities. Methanol and ammonia, while promising from an emissions standpoint, pose safety challenges that differ significantly from traditional fuels. Crew members must understand cryogenic handling, fuel volatility, ventilation requirements, and emergency protocols for unfamiliar fuel types.

Despite these demands, many training programs remain rooted in legacy systems. The STCW (Standards of Training, Certification and Watchkeeping) framework has yet to fully integrate guidelines for low-carbon fuels. As a result, the industry faces a pressing need to develop practical, future-focused training models that go beyond theoretical instruction.

Upskilling and Certification: A Global Need

According to industry estimates, as many as 800,000 seafarers may require upskilling in the coming decades. This includes not only deck and engineering officers, but ratings and support staff as well. Familiarity with dual-fuel systems, bunkering procedures for methanol and LNG, and fuel-cell operations will become baseline expectations.

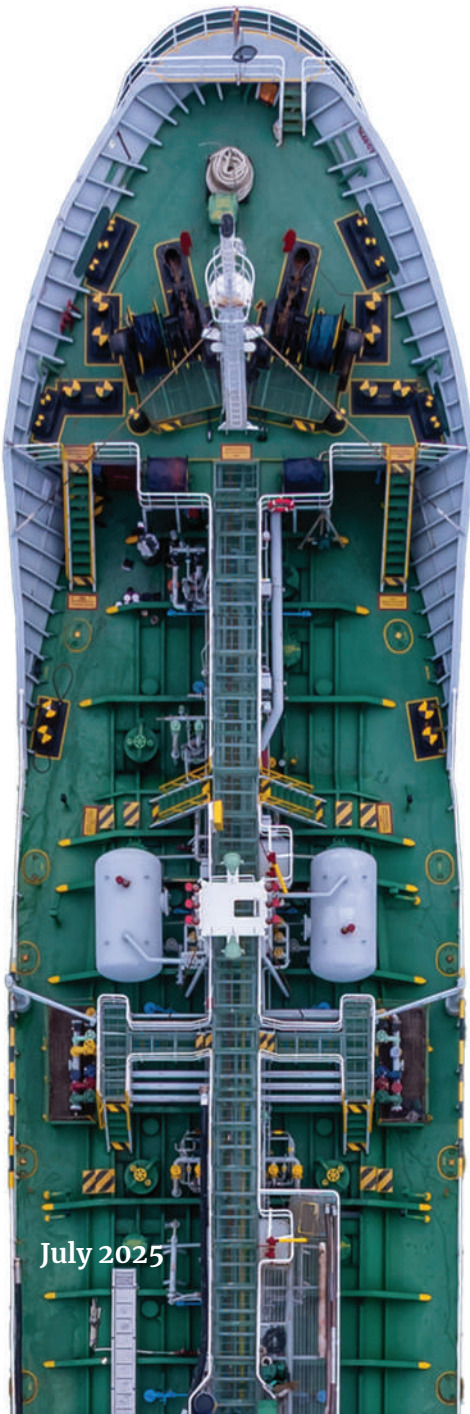
Standardized certification, tailored to each alternative fuel type, is critical. Without it, companies risk knowledge gaps that could lead to accidents, inefficiencies, or non-compliance. More importantly, the industry could face a shortage of qualified personnel to crew next-generation vessels.

The Role of Ship Managers

Ship management companies play a pivotal role in bridging this gap. By investing in immersive simulation, VR-based training, and real-time onboard mentoring, they can future-proof their crew.

But this is not just about skills, it's about mindset. As alternative fuels become the norm, ship managers must foster a culture of continuous learning, safety-first thinking, and environmental responsibility at sea.

The success of maritime decarbonization hinges not just on innovation below deck, but on competence above it. Unless the green skills gap is addressed urgently and at scale, the vessels of the future may find themselves without a crew ready to operate them.



AI IN CREWING

The Human-AI Partnership at Sea

Artificial Intelligence is reshaping how the maritime industry manages its people, but it isn't replacing them. In crewing, where decisions are as much about people as they are about performance, AI plays a supporting role: empowering crewing managers, not replacing them. The future isn't about human versus machine, it's about collaboration.

What AI Can Do (and What It Can't)

AI excels at managing repetitive, data-heavy tasks. It can analyze hundreds of CVs in seconds, predict crew availability based on past rotation patterns, and even recommend seafarers for specific vessels based on historical performance. But when it comes to assessing personality fit, resolving interpersonal conflicts, or managing emotional well-being, humans are still irreplaceable.

Enhancing, Not Replacing

For shipowners and crewing agencies, the goal is to enhance human capability, not automate it away. AI tools can track crew certifications, flag upcoming renewals, and even personalize career pathways. But the final decisions—who boards when, who's the right fit, who's ready to lead—belong to people.

At Nautilus Shipping, we use AI to inform our decision-making, not make it. The crewing manager remains central: interpreting data, mentoring the crew, and building trust. "Human-in-the-loop" isn't optional; it's foundational.

Trust and Transparency

As AI becomes more common in maritime operations, trust will define its success. Crews need to know how decisions are made, whether it's about selection, promotion, or welfare support. Systems can lead to suspicion, especially if seafarers don't understand the tech behind the tools.

This makes digital literacy and transparent AI design critical. Managers must communicate how AI works and why its suggestions are fair and beneficial. Clear communication bridges the gap between tech adoption and crew confidence.

AI is a powerful co-pilot in crewing, but it's not the captain. By keeping people at the heart of maritime crewing, we ensure that technology supports rather than sidelines the human judgment, empathy, and leadership that keep ships running and teams strong.

EXPERT SPEAKS

Meeting the demands of the Modern Seafarer

I am a Marine Engineer with a career spanning three decades. I anchored myself a few years ago and am enjoying a well-earned sabbatical from my years of service at sea. I now manage ships sitting ashore, write about my travels and guide young sailors towards a fruitful career at sea.

What are the biggest changes you've seen in the industry since you started your career?

In the early 90's a big change entered the shipping industry, one that was strongly resisted by seafarers across the world. This seemingly innocent change questioned not just their competence but also their methods and their jobs. In short, it questioned their way of life. This was the ISM - the International Code for the Safe Operations of Ships at sea.

What it did was very simple, it introduced accountability in the form of documentation, verification and reporting. Which translated into reams of paperwork, drafting and record keeping; a complete anathema for the guys who lived by the sextant and the spanner.



Abid Ansari
Marine Engineer

It demanded evidence that the ship's operations were being done by the book. Procedures, checklists, reports, manuals, forms, and so much more. Filing systems and archives assumed sanctity. The written word became law, something unheard of for sailors.

Today, three decades later, the modern day seafarers have taken it as a norm. They do not know the pre-ISM days. When sailing was so much more carefree!



"Come, Travel with Me' is a book I wrote - my first - and it showcases my nomadic life."

What do you think today's seafarers value most from ship managers or crewing agencies?

Seafarers always have grudges against the crewing agencies and ship managers. People ashore may consider it unreasonable and finicky but if you look at it from the seafarer's perspective, one's views can dramatically change. The modern day seafarer considers sailing as 'just another job'. If it doesn't suit them, then they are ready to chuck it away and get another job in another field. Back in the old days, however, it was a career! Once a sailor, always a sailor! And so it is that many companies find it difficult to retain people, especially the most able and competent ones. It would be prudent if companies were to cater to their needs rather than have blanket policies. Some may think that the modern day seafarer is very demanding. Not at all: modern-day people in any profession are demanding. It's just that shipping companies adopt an ostrich's point of view when dealing with their issues.

The present generation of seafarers want everything that is available to their land-based counterparts. Internet, Gym, Healthy nutrition, reasonable work hours, adequate rest hours, timely remunerations and reliefs and most importantly, recognition. Regrettably, most of the companies succumb to commercial pressures and demanding bottom-lines and bypass much of the above. Those working on dry ground may think that these are non-issues. But for the person out in the middle of the sea, all of these matter. Why? - because companies have not provided it to them. The seriousness can only be judged by the fact that eventually, the International Maritime Labour Code (MLC) had to be implemented, which forced the ship managers and crewing agencies to comply and thus stop them from exploiting the seafarer.

So, to put it simply, transparency of dealings, standardized recruitment methods, zero false promises and mutually reciprocative commitments - these are what today's seafarer wants.

If you could change one thing about the maritime industry today, what would it be?

The answer, of course, is quite simple. I would stop the criminalisation of seafarers, which is happening in the name of security!

In the aftermath of 9/11, I dare say, the most affected industry was the Merchant Maritime industry and with it, the professionals who are the backbone of the industry.

Security protocols around the world isolated and restricted the free movement of seafarers across the world. Airport and Seaport immigration officials started scrutinising seafarers every which way they could. Innocent men and women who have been trained and certified by internationally recognized bodies such as the IMO were now being subjected to unnecessary harassment, asking them to produce evidence of their identity. What remained unsaid was that they were being asked whether they were terrorists!

The years of experience and sleepless nights facing the perils of the seas; the innumerable hours of hard work in ports, anchorages, and sea passages; the irreplaceable time spent away from family and friends - all these were swatted away by the lowest-ranking official in the name of security.

The continual academic upgrades that every officer, engineer and crew member has to undergo to maintain professional competence were not worth the paper that the certificate was printed on as compared to a simple permit required by the border control officials.

In the backlash of 9/11, the pomp, dignity and pride that every seafarer carried were ground to dust. For no fault of theirs, they were being treated on par with a criminal, in other words, a terrorist.

I wish time could be turned, and this unpleasant practice stopped.

News & Insights



Photo Credit: Logisticsinsider.in

1. India Welcomes the World's Largest Container Ship at Vizhinjam Port

On June 10, the MSC Irina, the world's largest container ship with a capacity of 24,346 TEUs, docked at Vizhinjam Port in Kerala, marking its first-ever stop in South Asia. This landmark event showcases India's growing transshipment potential and the port's readiness to handle mega-vessels. With energy-efficient systems that cut carbon emissions by up to 4%, the ship's arrival also signals a step forward in sustainable maritime logistics. Vizhinjam's deep-water infrastructure and advanced handling capabilities position India as a rising player in global maritime logistics.

2. Crew Welfare in Focus: Leadership and Inclusion at Crew Welfare Week 2025

Held from June 24–26, Crew Welfare Week 2025 brought global attention to onboard leadership, mental health, and respectful work environments. The IMO's "My Harassment-Free Ship" campaign took centre stage, reinforcing the maritime sector's commitment to zero tolerance for harassment. With focused discussions on communication access and inclusive crewing, the event underscored that protecting crew welfare is critical to both safety and long-term retention.

3. Seafarers' Happiness Inches Up, But Welfare Gaps Remain

The Seafarers' Happiness Index for Q1 2025 recorded a slight rise to 6.98/10, indicating cautious optimism among crew. However, ongoing concerns such as fatigue, limited shore leave, and the strain of maintaining ageing vessels continue to highlight critical welfare issues. The findings reinforce the need for more responsive and inclusive crewing policies to ensure long-term seafarer well-being.

Blogs

The Crewing Crisis: Retention of Employees in the Maritime Industry

Retention isn't just a buzzword; it's a growing challenge. Explore how the industry can hold on to its most valuable asset: its people.



It's Not Just About the Money: Seafarers Need Better Treatment - Narayan Rajan

Fair pay matters, but so does dignity, safety, and support. Read why respect at sea is key to a stable maritime workforce.

Scan to read more



STORIES FROM THE SEA

Crew Management: Insights on Inspiration and Commitment



Divakar Venkat Narayan
Manager - Talent Acquisition

Hello Everyone,

It's a pleasure to share a bit about my journey in crewing management, a path I embarked on just two years ago.

Embracing a New Horizon

Stepping into crewing felt like entering an entirely different world. Initially, it was about survival, but as I delved deeper into the intricacies of managing a vessel from shore, it transformed into an education far more practical and engaging than any classroom could offer. This industry is truly unique, demanding a blend of practical knowledge and strategic thinking. Having now navigated some of the "whales" in this maritime industry, I feel a growing confidence. I'm ready to engage with the top companies, facing challenges head-on and striving for excellence.

What's more, I've received tremendous support from those who have lived the life at sea themselves, who are equally passionate about ensuring seafarers' well-being and helping us advance.

The Heart of Manning: Our Seafarers

It's clear to me that seafarers are our greatest teachers. They embody the true ethics of life and demonstrate incredible resilience. Their experiences often leave us wondering why we didn't choose this remarkable industry earlier in our own lives – and I'm sure many of you can relate! For a crewing manager, there's immense satisfaction in connecting a seafarer who needs to complete their National Regulatory Endorsement (NRE) days, or a highly skilled rating facing financial hardship due to a lack of opportunities, and being able to say, "Sir, don't worry, we are here to help." At times. It's incredibly disheartening to see any seafarer struggle financially.

Learning from the Best & Building a Strong Team

Working closely with retired seafarers has been an incredibly enriching experience. Their profound knowledge, their unique teaching methods, and their ability to impart wisdom are simply extraordinary. These are truly beautiful moments in life. Above all, having an energetic team that shares a deep respect for seafarers is the greatest gift a crewing manager can ask for. From my perspective, we are fortunate to have true gems at Nautilus.

What 25 Years at Sea Taught Me



Tushar Sadashiv
Chief Engineer

My name is Tushar Sadashiv. I've spent over 25 years at sea, a journey that's been both good and tough. What this profession teaches you very quickly is that you can't wait for the right moment. "The job must be done the right way, at the right time." Delays can cost lives. There's no scope for postponement.

Decision-making becomes second nature in this line of work because lives, equipment, and time are always at stake. And when you consistently make the right calls, leadership takes notice. With experience and the right mentors, that ability sharpens. I believe in continuous improvement and approach each day with the mindset of doing better than the last.

What's Changed Onboard

In the earlier days, there was much more dedication from the crew. Maritime training was often too theoretical, and there was limited practical exposure. While we have come a long way, I feel systems cannot be changed continuously without a deep understanding.

July 2025

The Incident I'll Never Forget

There was a time I had to urgently sail on a mini bulk carrier; the vessel had a serious technical issue. A faulty fuel tank valve led to fuel contamination. There was no manual valve, no double segregation, and the diesel oil tank got contaminated. It caused a full engine blackout. As we investigated, we found that a non-standard valve was missing. A 3-way cock was required to ensure proper segregation. We needed first-class approval to rectify the design issue."

What Keeps Me Grounded

I love to read. I especially love Marathi literature. Vapurza by V.P. Kale is a favourite; it captures experiences, daily sentiments, and routines beautifully. I've always believed there's something to learn from others' stories. "Do your homework before doing any work", that's another lesson I hold close.

How Communication Has Evolved

There has been such a drastic change in communication. 25 years ago, letters were our only way to stay in touch. Families waited weeks. Radio communication happened once every 2-3 days. Satellite calls cost \$2 a minute and were only used in emergencies.

Then came limited data services, where you could only send a text. But in the past 2-3 years, onboard Wi-Fi has finally improved. It's still slower than onshore, but it's a world of difference.

Looking Back

I feel satisfied with how far I've come. I can truly say, "Dreams have been achieved." I just hope that opportunities, whatever they are, match a person's knowledge and talent. As for me, I'm open to any opportunity where I can put my experience to use—I'm ready.

Between the Waves and Home



Ambrish Kumar Mishra
2nd Officer

I'm Prayagraj, from Uttar Pradesh. Married to a lovely lady, Neetu Mishra. Proud father of one daughter and one son. Right now, I'm sailing on MT JILI, an oil/chemical tanker. When I'm onboard, I enjoy playing table tennis and chatting with the crew. But when I'm home, I try to give my maximum time to family and friends. I believe it's not only seafarers who sacrifice family time, but our families also sacrifice our presence in their lives. There is no way to fulfil that completely, but I try my best whenever I'm at home.

Pride in the Profession

I love my job onboard the ship and give my 100% to uphold the reputation of Indian seafarers and officers all around the world. We reflect the image of our company and our country, especially when we work with a mixed crew.

A Moment I'll Never Forget

The most memorable moment of my life? When I got the news that I had become a father. It was celebrated over the vessel, and the Captain even kept a party for the occasion. I think nowadays such things are missing in shipping. Interaction

among the crew has become less frequent. Even in their free time, most crew members stay in their cabins, busy on the internet. The atmosphere on ships is changing, like our society on shore. After work, people prefer their own space. Maybe it's due to work pressure.

Looking Ahead

Later this year, I'm planning for my Mate exam in Singapore. I've already booked my seat for the October batch. My dream is to command a ship under the flag of Nautilus Ship Management.

Words to Fellow Mariners

Never overlook safety, onboard or ashore. As an officer, always care for your crew's safety. And remember, all the hard-earned money we mariners make should be properly saved for our future and our families.

FUN FACTS!



Women in Crewing are Growing

Though women make up only ~2% of seafarers, female cadet intake is growing steadily, with some companies setting goals for 50% women on new vessels.

It's Cheaper to Ship Than Filet:

For instance, it can be cheaper for Scottish cod to be shipped 10,000 miles to China for filleting and then shipped back, rather than being filleted in Scotland! This illustrates the cost-effectiveness of maritime transport.

A Floating United Nations

A single ship can have crew members from 10 or more nationalities working together—Filipino officers, Indian engineers, Ukrainian ABs, and more!

HEARING FROM SEAFARERS

Which Port always brings a smile when it shows up on the itinerary?

Numan Ansari

On my current trip, the best was Kenya, especially Mombasa. It's a good and very safe place, with some beautiful and natural parks filled with different types of animals and birds. Their water parks were also good and fairly cheap. The food is somewhat like Indian food, and there are lots of Indian restaurants all around.

The fruits of Kenya are the best, believe me, you'll get delicious fruits there at a very good price, with both great quality and quantity. It's a must-visit place, with many different kinds of beaches to explore.

Hrithik Raj

For me, it's Singapore. No matter how many times it's on the itinerary, that approach never gets old. Clean, efficient, and a place where you can get everything from your favourite comfort food to a strong Wi-Fi signal. It's the little things that matter when you're away from home for months.

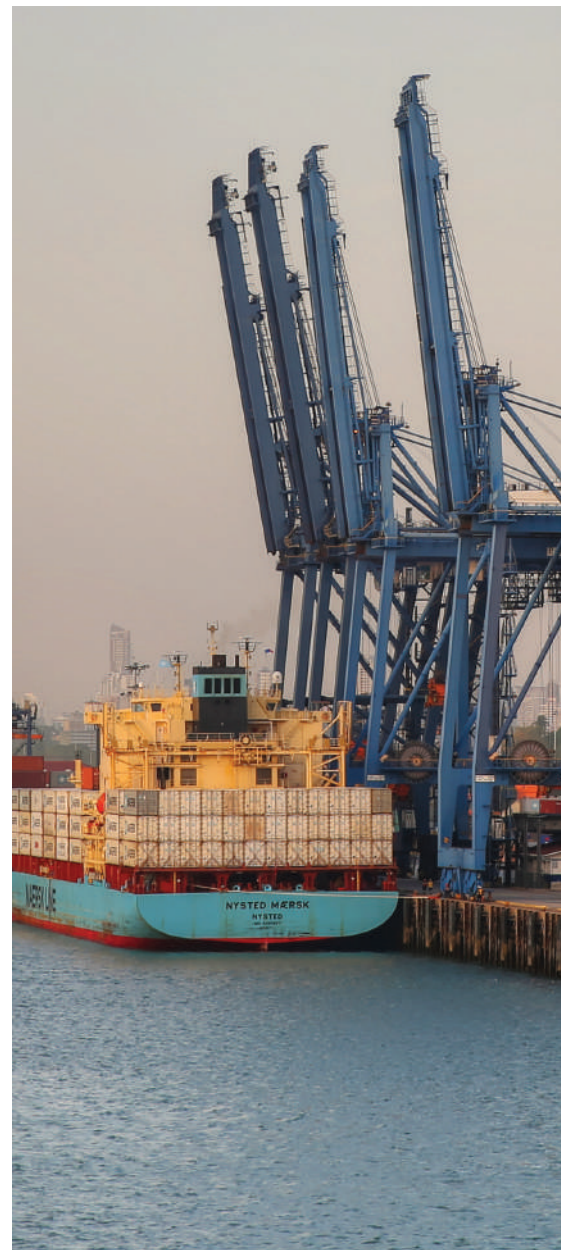
One memory that stands out was a Diwali celebration onboard. We were anchored off Colombo, and the crew came together, Hindus, Christians, Muslims, all celebrating like family. We made sweets from scratch, lit some makeshift diyas, and even had a bit of music in the mess room. That night, in the middle of the sea, far from home, it actually felt like home.

Moments like those remind me why the sea is tough but also beautiful. It's not just the ports—it's the people and the stories we carry with us.

Sayed Raza

I would love to say that Shanghai Port, China, is a great port for shore leave.

July 2025



PHOTOS FROM THE SEA

Dear Crew,

We are preparing a special feature for our upcoming newsletter editions, and would love for you to be part of it. If you have photos from life on board, whether it is a sunrise, a moment with fellow crew, or a glimpse into your daily routine, please send them in. The best photos will be featured in the magazine, with credit given to the photographer.

How to share your photos:

- Email them to dnanautilus@gmail.com
- Include your full name, vessel name, and a short caption if possible

This is a great opportunity to showcase your life at sea and be recognized for the work you do every day.

Kind regards
Team Nautilus



Crew in Action: On the Frontlines of Crisis and Rescue

Maritime crews are trained for tough conditions, but there are moments when their bravery and fast action go far beyond standard protocol. These recent rescues are powerful reminders of the risks, resilience, and rapid response that define life at sea.

A Captain, A Baby, and the Open Sea

In January 2025, Spanish Captain Claudia Carrasco was commanding a rescue ship off the Canary Islands when she encountered a harrowing scene, an overcrowded inflatable boat carrying dozens of migrants, including a woman in labour. Acting swiftly and calmly amid chaos, Captain Carrasco and her crew delivered the baby onboard the rescue vessel. The newborn girl, later named after the captain, came into the world safely thanks to the composed leadership and medical training of those at sea.

Honouring Heroism: The IMO Award for Exceptional Bravery

In another powerful recognition of maritime heroism, the Marlin Luanda and its crew were awarded the 2024 IMO Award for Exceptional Bravery at Sea. The Marshall Islands-flagged tanker rescued 15 crew members from the burning Pablo tanker off the coast of Malaysia, amid explosions, towering flames, and collapsing structures. Risking their own lives, the Marlin Luanda team executed a rapid and coordinated rescue under terrifying conditions, saving the lives of the seafarers.

Indian Coast Guard Rescues Stranded US Crew

Closer to home, a dramatic rescue unfolded off the coast of Kolkata. The Indian Coast Guard successfully evacuated two foreign nationals from a US-flagged research vessel that had run aground in challenging waters. With rising tides and limited time, the crew of the ICGS Varad executed a precise, well-coordinated operation to reach and retrieve the mariners safely. The rescued crew were provided medical attention and support shortly after.

Under Attack, Still Saving Lives

On July 10, 2025, rescue teams responded to a devastating missile strike on the Tutor, a Liberian-flagged bulk carrier, in the Red Sea. The ship had been hit, causing severe damage and leaving many crew members unaccounted for. Despite the chaos, four mariners were successfully rescued under extremely tense conditions. This incident highlights the dangerous realities that seafarers face in conflict zones and the urgency with which rescue operations are mounted, even under fire.

Conclusion

This magazine was created to raise awareness of the amazing seafarers who facilitate global trade. They are vital members of society, yet they are rarely in the spotlight or recognized. The aim is for them to be more appreciated and acknowledged for their efforts, especially considering all they endure in tough conditions.

FUN FACTS!

A Single Missed Visa Can Delay a \$50M Shipment

If one crew member doesn't have the right visa, the vessel can't berth, causing port fines, lost cargo slots, and thousands in demurrage.





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