

Illustrative sample. Candidate, vessel and operator details are fictional.

VACANCY

Chief Officer

Aframax crude tanker · 115,000 DWT · Marshall Is. flag

Joining 15–30 Nov 2026 · port [TBC by client]
 Contract 4 ±1 months
 Request VAC-[CLIENT]-112 · received 30 Sep 2026

CANDIDATE

CO-0417

Russian Federation · age 41 · working English

In rank Chief Officer since 2021
 Last vessel Suezmax crude, off Aug 2026
 Available 10 Nov 2026, confirmed 07 Oct

RECOMMENDATION

Proceed to client interview

No disqualifying findings. Two checks are open; neither blocks an interview.

MATCH

5 / 5 essential

2 / 2 preferred stated, verification pending

CLIENT ACTION

Interview by 16 Oct

Competing offer, decision due 20 Oct. Confirm who applies for the flag endorsement.

50

months sea time as C/O

8 yrs

tankers, of 11 at sea

5 / 5

last contracts Aframax+

0

early sign-offs in 5 contracts

2

re-hires by the same operator

0

PSC detentions with him as C/O

01 Requirement match each line traced to evidence on file

Client requirement	Type	Evidence	Status
24+ months in rank on tankers	Essential	50 months as C/O, 4 operators	● Checked
Aframax or larger	Essential	3 Aframax + 2 Suezmax as C/O	● Checked
Advanced Oil Tanker Cargo Ops (V/1-1)	Essential	Valid to Mar 2029, register match	● Checked
Valid US C1/D visa	Essential	Valid to Jun 2028	● Checked
Working English	Essential	Interview in English, 02 Oct	● Checked
SIRE inspections as C/O	Preferred	3 stated, 2 observations	○ Awaiting verification
STS operations	Preferred	6 stated, last Jul 2026	○ Awaiting verification

02 Strengths

- + Continuous C/O service on crude tankers since 2021; longest gap between contracts 4 months.
- + Re-hired twice by the same operator. Previous Master rates him independent on cargo watch.
- + All STCW documents valid past the contract end (Apr 2027). Earliest expiry: medical, Jun 2027.

03 Risks and mitigation

- ! Last-contract sea service not yet confirmed by operator. Chased; due 14 Oct.
- ! Marshall Islands endorsement not held. Client to confirm the application route.
- ! Competing offer, decision due 20 Oct. Delay past 16 Oct risks losing the candidate.

04 Sea service record last 5 contracts, newest first

Period	Months	Rank	Vessel	DWT	Flag	Operator	Sign-off
Mar–Aug 2026	5.4	C/O	Suezmax, crude	158,000	Liberia	EU operator A	End of contract
Jun–Nov 2025	5.0	C/O	Aframax, crude/product	113,000	Marshall Is.	Asian manager B	End of contract
Oct 2024–Mar 2025	5.2	C/O	Aframax, crude	105,000	Panama	EU operator A	End of contract
Jan–Jun 2024	5.1	C/O	Suezmax, crude	157,000	Liberia	EU operator A	End of contract
Jun–Nov 2023	5.3	C/O	Aframax, crude	109,000	Malta	EU manager C	End of contract

Earlier C/O service 2021–2023: 24.0 months on crude and product tankers, letters on file. Total in rank 50 months. Average contract 5.2 months; longest gap 4 months (Jun–Oct 2024). No early sign-offs, no medical repatriation.

05 Certificates and documents checked against contract end, Apr 2027

Document	Issued by	Expiry	Covers contract	How checked
National passport	Russian Federation	Feb 2031	Yes	Original via video, 03 Oct
Seaman's identity document	Russian Federation	Sep 2029	Yes	Scan vs original, 03 Oct
CoC Chief Mate, STCW II/2	RF maritime admin.	Apr 2029	Yes	Online register, 03 Oct
GMDSS GOC, STCW IV/2	RF maritime admin.	Apr 2029	Yes	Online register, 03 Oct
Adv. Oil Tanker Ops, V/1-1	RF maritime admin.	Mar 2029	Yes	Online register, 03 Oct
Ship Security Officer	Training centre	No expiry	Yes	Scan vs original, 03 Oct
Medical fitness, STCW	Approved clinic	Jun 2027	Yes, +2 months	Scan vs original, 03 Oct
US C1/D visa	US consulate	Jun 2028	Yes	Scan vs original, 03 Oct
Schengen visa, multiple entry	EU member state	Mar 2027	No, 1 month short	Affects routing only
Marshall Islands endorsement	Flag administration	Not held	Required	Application route open

06 Verification record every status tied to a check, a source and a date

Item	Check performed	Source	Date	Status
Identity and CoC	Register lookup + match	Issuing admin.	03 Oct	● Checked
Sea service 2021–25	Letters vs seaman's book	4 operators	04 Oct	● Checked
Competence	Interview, 75 min	SEEMPLOY assessor	02 Oct	● Checked
Reference, Master	Structured phone call	Master, 2026	06 Oct	● Checked
Sea service 2026	Written confirmation	Operator A	05 Oct	○ Awaiting verification
Flag endorsement	Who applies, timing	Client	—	◆ Client confirmation required
Travel to port	Route, transit visas	Client + SEEMPLOY	—	■ Unresolved

● **Checked** primary source, evidence on file ○ **Awaiting** requested, reply pending ◆ **Client** action on client side

■ **Unresolved** open dependency

07 Technical assessment 02 Oct 2026 · 75 min · SEEMPLOY marine assessor, former tanker Chief Officer

Area	Score, 1–5	What the candidate showed
Cargo planning and handling	■ ■ ■ ■ ■	Built a 2-grade loading plan within stress and draft limits
COW and inert gas system	■ ■ ■ ■ ■	Correct sequence and O ₂ limits; less detail on IG plant fault-finding
STS operations	■ ■ ■ ■ ■	Knows STS checklists and abort criteria; mooring plan general
Vetting, SIRE 2.0	■ ■ ■ ■ ■	Explained root cause and closing actions for 2 observations
Stability and loading computer	■ ■ ■ ■ ■	Uses the loading computer correctly; manual cross-check slower
Leadership and safety culture	■ ■ ■ ■ ■	Concrete cases: drills, permit-to-work audits, near-miss reports
English communication	■ ■ ■ ■ ■	Clear technical English; minor grammar slips, meaning intact

Overall 30 / 35. 5 = works independently and can train others · 4 = competent, minor gaps · 3 = needs supervision on this area.

REFERENCE · MASTER

Suezmax crude, Mar–Aug 2026 · phone, 06 Oct

Independent on cargo watch, reports problems early.

Would sail with him again: yes.

REFERENCE · CREWING DEPT

Operator A · phone, 06 Oct

No disciplinary records. **Eligible for re-hire: yes.** Leaving because operator A offers 6-month contracts only.

08 Availability and terms confirmed with the candidate by phone, 07 Oct 2026

Available from 10 Nov 2026	Contract length 4 ±1 months accepted	Wage Accepts client scale [RATE]
Competing offer Decision due 20 Oct	Travels from Moscow SVO or St Petersburg LED	Motivation 4-month rotation, now on 6

09 Open items

Item	Owner	Next action	Due
Competing offer	Client	Hold interview before the candidate decides	16 Oct
Sea service Mar–Aug 2026	SEEMPLOY crew manager	Chase Operator A for written confirmation	14 Oct
Marshall Islands endorsement	Client	Confirm who applies; SEEMPLOY prepares documents	17 Oct
Travel to joining port	SEEMPLOY + client travel	Build route once port is fixed	After offer

RECOMMENDED NEXT STEP**Superintendent interview by 16 Oct**

Before the offer: sea-service confirmation and endorsement route.

SUGGESTED INTERVIEW FOCUS

- 1 IG plant fault during discharge: actions, limits, reporting chain.
- 2 Last STS: mooring plan, communication, abort criteria.
- 3 Manual stability check if the loading computer fails mid-cargo.

Personal data: the candidate's full name and document copies go to the client only after the candidate's written consent, at the stage agreed with the client.