



PROCUREMENT SCORECARD | 2026 EDITION

Second Crewing Supplier Evaluation Scorecard

A controlled way to test a backup or specialist supplier before a critical vacancy forces the decision.

FOR PROCUREMENT, FLEET, CREWING AND SHIP-MANAGEMENT LEADERS

SEEMPLOY | MARITIME CREW INTELLIGENCE

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Evaluate the operating system, not the sales deck

A second supplier should add resilience or specialist reach without weakening compliance, candidate ownership or communication. Score evidence from a live pilot requirement and retain the decision trail.

Dimension	Weight	Evidence to request
Compliance and traceability	25	Licence / registration route, MLC-aligned process, certificate verification trail, data handling and audit records.
Specialist candidate access	20	Recent examples by vessel, rank and competence; sourcing geography; duplicate-control process.
Shortlist quality	20	Reason-for-fit note, verified gaps, availability confirmation and rejection discipline.
Mobilisation control	15	Travel, visa, flag and contingency workflow with named owners.
Communication	10	Update cadence, escalation path and a single accountable contact.
Commercial clarity	10	Fee trigger, replacement terms, exclusions, invoicing and candidate ownership.

Pass mark

Use 75/100 as a discussion threshold, but require a pass on compliance and candidate-data handling regardless of total score.

Pilot on one real role

Stage	Test	Evidence captured
Brief	Supplier asks the questions needed to narrow the search.	Final requirement and exclusions
Shortlist	Every candidate has a reason-for-fit and disclosed gap.	Candidate cards and verification log
Interview	Supplier prepares the candidate and closes factual gaps quickly.	Interview notes and turnaround times
Mobilisation	Travel and compliance steps remain visible through joining.	Milestone tracker and fallback
Review	Supplier accepts evidence-based feedback and prevents repeat defects.	Corrective action and owner

Red flags

- Large CV batch without requirement-specific screening.
- Certificate copies supplied without a verification route or status.
- Candidate availability treated as assumed until interview.
- Unclear candidate ownership or duplicate submissions.
- No named escalation contact outside office hours for urgent mobilisation.
- Replacement promise with undefined start point, exclusions or remedy.

Quarterly review fields

Requirements received	
Evidence-ready shortlists	
Interview-to-approval rate	
Approved-to-joined rate	
Median response time	
Document defects	
Late withdrawals	
Repeat requirement share	
Corrective actions open	

Live pilot scoring sheet

Dimension	Weight	Score	Evidence	Buyer note
Compliance and traceability	25			
Specialist candidate access	20			
Shortlist quality	20			
Mobilisation control	15			
Communication	10			
Commercial clarity	10			
Decision total	100			

Pilot facts

Vessel / rank / joining date	
Candidates presented / gate-passed	
First evidence-ready shortlist time	
Interviewed / approved / joined	
Defects or duplicate submissions	
Mobilisation exception	
Decision: Expand / Maintain / Correct / Stop	

Evidence gate

A total above 75 does not override a failure in recruitment compliance, candidate consent, certificate traceability or safe data handling.

Turn the worksheet into a live shortlist

Send one vessel type, one rank, one joining date, contract length, pay range, flag, trading area and non-negotiable experience. Seamploy will return the next-step plan at seamploy.com/foremployers or info@seamploy.com.

Sources and evidence boundary

All web sources were checked for this edition in September 2026. Public vacancy-board values are dated snapshots and can change. Links below identify the exact pages used. No source is treated as proof of Seamploy performance.

[1] [ILO NORMLEX - Maritime Labour Convention, 2006, Standards A1.2 and A1.4](#). Medical fitness and recruitment and placement requirements.

[2] [IMO - Certificate Verification](#). STCW Parties maintain registers and make certificate and endorsement status available for verification.

[3] [SIGTTO - LNG and LPG Experience Matrix Guidelines for Use](#). Experience matrices are guidance and should sit within a broader competence management system.

[4] [Seamploy - For Employers](#). Contact point for a live crew requirement.

About this edition

Prepared by Seamploy for maritime employers. The tools support screening and operational planning; they do not replace flag-state, company, legal, medical or travel verification for a live joining.