WRS™

WRS Offshore

Crew Management

worldwide-rs.com



Crew Management

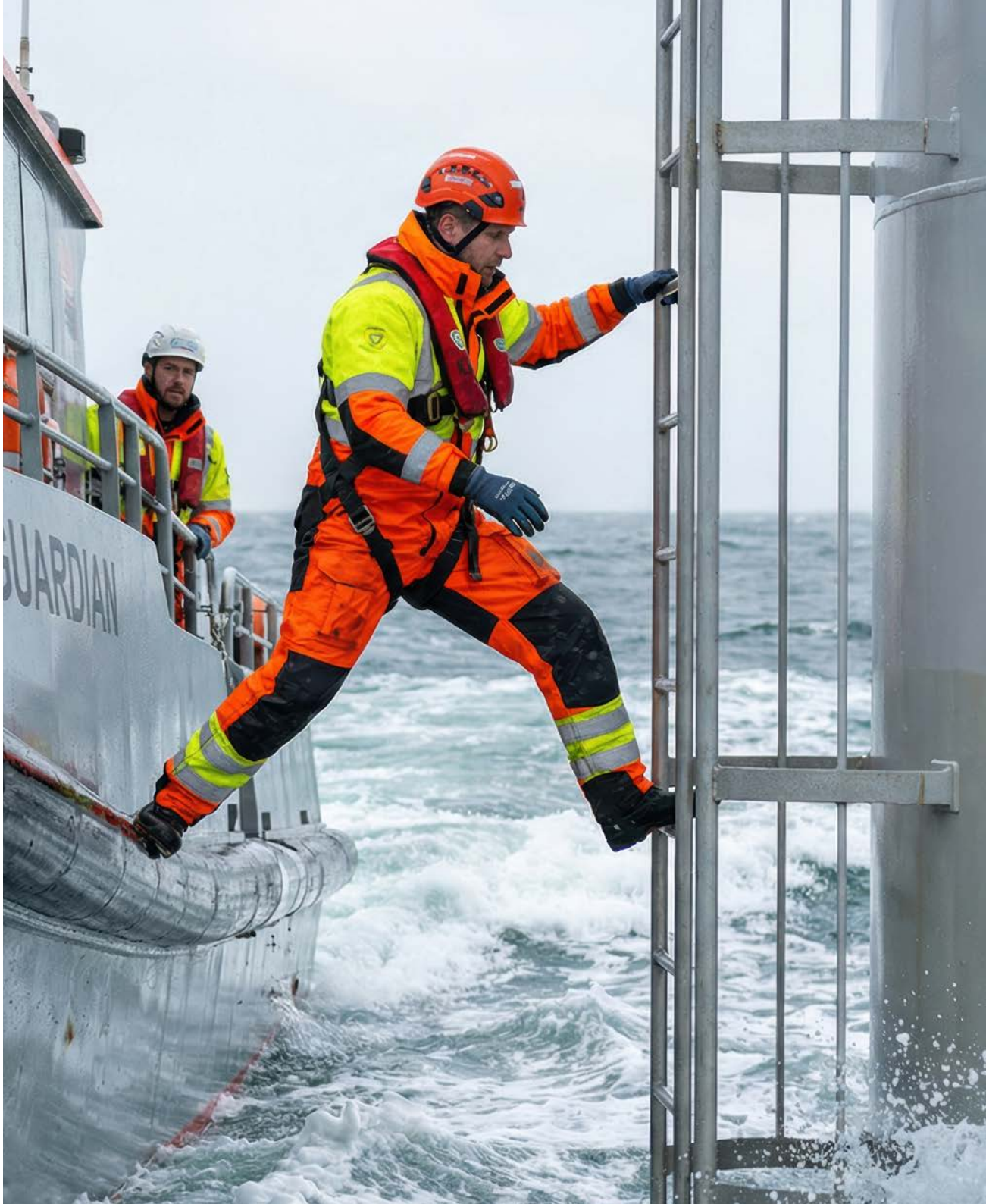
Human factors drive vessel performance.

At WRS, crew management means owning the entire crew lifecycle, not just finding people. From the moment a requirement is raised to the day a seafarer steps ashore, we manage every stage: compliance verification, certification maintenance, deployment planning, mobilisation, and ongoing welfare.

Safety and regulatory compliance sit at the heart of everything we do. Every seafarer we place holds the certifications their role demands, verified before deployment and actively maintained throughout their time onboard. You won't face a compliance gap, an expired certificate, or a crewing shortfall.

Trusted by leading shipowners and energy companies across offshore and commercial segments, we operate as a true extension of your onshore team, giving you full visibility, full accountability, and none of the administrative burden.

We work closely with each client to build dedicated talent pools to mutually agreed standards. Candidates are rigorously vetted before they ever reach your vessel, so deployment is fast, confident, and compliant from day one.



People Drive Performance

Behind every successful voyage is a team of people who know their vessel, their role, and each other. At WRS, we take responsibility for that, sourcing, deploying and supporting seafarers who are the right fit, not just the available fit. End-to-end crew management, built around your vessel, your standards and your schedule.

End-to-end Crew Management

- **MLC 2006 certified crewing agency**
- 90+ countries with mobilised candidates
- Global offices across 5 key continents
- Workforce planning: efficient crew rotations and contracts
- Regulatory compliance: certified crew
- Multi-currency payroll & insurance
- Background checks:verified experience & qualifications
- **Enhance Personnel Quality with Expert Crew Management**

The WRS Promise

Your Vessel. Our Responsibility.

From mobilisation to repatriation, we manage every detail, travel logistics, certification, safety, and compliance included.

Whether you need support for a single vessel or an entire fleet, for short-term cover or long-term operations, WRS is ready when you are.

Ready to simplify your crew operations?

Let’s talk about your fleet.

Whether you’re new to outsourcing crew management or considering a change in provider, we’d welcome the conversation. Our onboarding process is designed to make the transition seamless, ensuring no gaps in crewing and no disruption to your operations.

We work as a genuine extension of your onshore team, ensuring your vessels remain fully crewed, compliant, and ready to perform.

More than crewing
People are our purpose – matching ambition with opportunity

Your Vessels.
Fully Crewed.
Fully Compliant.
Always Ready.

Trusted Where It Matters Most

- Scale without compromise. One vessel or twenty. The same rigorous standard, every time.
- Dedicated relationship manager. One relationship manager. One point of contact. Complete visibility across your fleet.
- Bespoke, not off-the-shelf. Crew solutions shaped around your operation, never generic, always fit for purpose.
- Compliance built in from day one, ISO, MLC, certifications, flag state and port state, all covered.

We manage the full seafarer lifecycle, from first deployment to final repatriation, so you can focus on what you do best.

Offshore Sectors We Serve

Our crew management expertise covers the full range of offshore and marine vessel types, including:

- Drillships & Drilling Rigs
- Platforms & FPSO
- Dive Support & Multi Purpose Vessels
- Accommodation & Walk to Work Vessels
- Geophysical & Inspection Vessels
- Survey & Geotechnical Vessels
- ROV/ Trenching/ Plough
- Subsea & Construction Vessels
- Marine Construction & Dredging
- Jack Up & Windfarm Installation Vessels
- PSV & AHTS/Tug Vessels
- Cable-Lay & Pipe-Lay Vessels
- Dredging & Multicat Vessels
- Offshore Support Vessels
- Crew Transfer & CSOV Vessels


Fred. Olsen Windcarrier
FUGRO
Boskalis
Van Oord
Marine ingenuity
GEOQUIPMARINE
subsea 7
TechnipFMC
LNT
Stena Drilling
CARE, INNOVATION & PERFORMANCE
CASCO
OFFSHORE
BW OFFSHORE
TIDEWATER
SAIPEM
CADELER

Empowering offshore operations

At WRS, we understand the critical role a highly qualified crew plays in the success of your offshore operations. As offshore crew management specialists, we build, manage and maintain the teams that keep your vessels running safely, compliantly and without interruption.

We take the time to understand your vessel type, operational requirements and safety standards, then draw on our extensive network of pre-vetted professionals to put the right people in place, with every certification confirmed before they step onboard.

From first deployment to final repatriation, we manage the full crew lifecycle so your offshore vessels are always ready to operate.



Our Crew Management Services

Our offshore crew management services are built around your specific needs. Whether you run a single vessel or a large fleet across multiple flag states, we put together something that covers every part of your crew operations.



Crew Planning & Change Management

We handle rotation schedules, relief planning and crew change logistics so your vessels stay fully manned without any disruption to operations.

- Rotation schedule design and management
- Relief planning and handover coordination
- International crew change logistics
- 24/7 emergency crew support



Payroll & Financial Administration

Our maritime payroll specialists compliantly manage multi-currency payroll processing and Employer of Record (EOR) services.

- Audit-ready monthly reporting and consolidated invoicing.
- Multi-currency payroll processing
- Employer of Record (EOR) services
- Consolidated monthly invoicing



Compliance & Certification Management

We keep on top of certifications, medical fitness documents, flag-state endorsements and MLC 2006 documentation for every crew member we manage, so you never get caught out.

- STCW certificate tracking and renewal alerts
- Medical fitness & flag-state endorsements
- MLC 2006 full documentation compliance
- Port State Control inspection readiness



Travel, Visa & Logistics

Our team takes care of international flights, accommodation, visa applications and work permits for crew changes around the world, so your team doesn't have to. Helping seafarers move globally from ship to ship.

- International flight coordination
- Hotel accommodation management
- Visa & work permit procurement
- Ground transport and port-side logistics

Structured Onboarding. Zero Operational Disruption.

Whether you're outsourcing crew management for the first time or moving across from another provider, we make the transition straightforward with no disruption to your operations.

1. Initial Consultation

We assess your fleet, trading areas, flag state requirements and current crewing structure to design the right solution.

2. Bespoke Package

A tailored crew management package is configured around your vessels, certification requirements and operational needs.

3. Seamless Transition

We manage the whole transition, including crew data, compliance records and schedule handover, so nothing falls through the cracks.

4. Ongoing Management

Your dedicated WRS team manages all aspects of crew operations on an ongoing basis, with regular reporting and reviews.



Crew Management Process

Once a candidate has accepted a role, we give unrivalled support following our Crew Management Process.

Recruitment and Sourcing

We identify and source qualified maritime professionals through our global talent network and targeted recruitment strategies. Our team manages the full recruitment process, from candidate screening and verification to shortlisting and placement, ensuring every crew member meets the technical, safety, and operational requirements of your vessel.

Contracting and Onboarding

We handle international and local assignment contracts, ensuring compliance with relevant employment and tax laws. Additionally, we oversee their onboarding and manage essential insurances.

Immigration

We handle end-to-end administrative paperwork, ensuring full compliance with local laws and regulations, including visas, work permits and residence permits.

Mobilisation

We facilitate in-country mobilisation, coordinating both local and international logistics, encompassing transportation from home to site, flight arrangements, accommodation bookings, meet-and-greet services and rotation schedules.

Payroll and Employer of Record (EOR) Services

As required, we serve as the Employer of Record (EOR), ensuring compliance with local laws and regulations while managing consultants' payroll, whether they are local hires or expatriates.

Time Sheet Portal

Transition from paper timesheets to our digital timesheet portal, minimising administrative burdens, time consumption and expenses. Eliminate the hassle of managing authorised and unauthorised timesheets, expenses and invoices, saving valuable resources for more strategic goals.

Assignment Follow Up

Our team provides round-the-clock support to uphold your project operations. We prioritise client and contractor satisfaction throughout assignments, promptly addressing any issues or emergencies that may arise through our contingency solutions.

Ongoing Support

24/7 support as and when required.



Additional Services in Offshore Energy

Performance Management

We believe great performance starts with great people. Our hands-on approach keeps crews motivated, compliant, and continuously developing so your vessels operate safely and efficiently.

Appraisals & Feedback

- Quarterly crew appraisals built around clear, structured criteria, with honest and constructive feedback reports shared directly with ship owners to support informed decision-making
- Regular quarterly visits to vessels and client sites, keeping our team close to your operations and ensuring any safety, compliance or performance concerns are caught early

Crew Engagement & Recognition

- Office seminars and crew visits to our headquarters give people the chance to connect, learn, and feel genuinely valued beyond their time at sea
- Safety Awards recognise crew who go above and beyond to protect their colleagues and uphold a strong safety culture across every vessel
- Company Values Awards celebrate the people who bring our standards to life through their attitude, expertise, and commitment day in, day out

Workforce Planning

- Contract and permanent recruitment handled by specialists who understand the offshore sector, ensuring every placement meets the skills, compliance, and safety requirements of the role
- Proactive workforce planning so you are never caught short, with forward visibility of crewing demands and a pipeline of qualified, vetted talent ready when you need it

Operational Support

From the moment a crew member mobilises to the moment they step ashore, we are there. We'll work together to keep your projects running efficiently, safely, and without unnecessary cost.

Timesheet Portal

- Our digital portal replaces paper-based processes with a faster, more accurate system, saving your team time and reducing the risk of compliance gaps
- Timesheets, expenses, and invoices managed in one place, with full audit trails and real-time visibility for transparent, dispute-free billing

Assignment Follow-Up

- Regular check-ins with clients and contractors throughout every assignment, resolving issues quickly and keeping safety and satisfaction front and centre
- Contingency solutions in place from day one, so when the unexpected happens your project timeline and crew safety are always protected

Catering Services

- Bespoke offshore catering services delivered through our specialist partners.

Ongoing Support

- Support from real people who know your account and are ready to help whenever you need it. At WRS, our team is always contingency-ready.

Turning Insight Into Improvement

We put every piece of feedback to work, making your operations safer, more compliant, and more effective over time.

How We Gather Insight

- Appraisals, vessel visits, and portal data give us a clear, ongoing picture of performance, safety trends, and where efficiency can be improved
- Client and contractor feedback collected throughout every assignment, so concerns are heard and resolved before they escalate

How We Turn It Into Action

- Targeted training developed in direct response to appraisal findings, covering safety standards, compliance requirements, and specialist skills
- Process improvements implemented onboard and within our own systems, ensuring lessons learned translate into real, lasting change
- Regular review cycles keep everyone accountable, with progress tracked and reported back to ship owners in a clear, honest way

Reporting To Clients

- Performance KPIs and dashboards provide full visibility of crew safety, compliance, and improvement progress, with documented outcomes supporting audit and certification readiness

Partnering with WRS Offshore

We take the time to understand your specific vessel type, operational needs and safety requirements to provide tailored solutions.

We leverage our extensive network of pre-vetted professionals to identify the ideal crew for your vessel. Our stringent processes remove unnecessary administrative tasks for our clients, saving them time in the recruitment process.

Our meticulously selected crew members ensure seamless vessel operation and adherence to safety protocols.

We handle the entire recruitment process, allowing you to focus on core business activities. (This includes payroll, EOR services, Crew Management and the Time Sheet Portal).

Partnering with WRS grants you access to a world-class talent pool, ensuring your vessel operates safely and efficiently.



Key Capabilities

- Crew management and global mobility solutions (visa, permits, compliance, and contingency solutions) for maritime recruitment – global reach with local support.
- Access to a multilingual workforce across 90+ countries.
- End-to-end workforce solutions for short and long-term contracts.
- 24/7 support and aftercare services for workforce well-being.
- Streamlined processes for maximised efficiency and reduced workload (simplified timesheet management).
- Payroll management and employer of Record (EOR) services.
- Dedicated contractor care with medical/travel insurance and support.
- Understanding of regional and local laws and employment regulations.

Empower Your Success

- Reduced risk and cost through expertise and streamlined processes.
- Enhanced peace of mind with 24-hour emergency support, safety protocols and aftercare.
- Increased efficiency with faster recruitment and less administrative burden.
- Scalable and adaptable solutions to fit your evolving needs.
- Access to top maritime talent across all positions and disciplines.
- Global reach with local support for seamless project execution.
- Simplified administration with expert payroll and compliance management.
- Boosted contractor satisfaction with dedicated support and insurance.
- Support from initial recruit stages through to assignment completion and beyond.

Working with WRS

With a focus on the energy sector, we work with clients across the maritime, renewable energy, oil and gas, and construction space. We have proudly worked with some of the world's leading offshore energy companies as well as deploying talent to some of the world's top-talent leading energy projects.

We are the preferred choice for leading global businesses.

With a presence in 5 strategic locations worldwide, we mobilise over 5,000 contractors annually, our expansive talent pool spans the globe.

Our integrated network provides unparalleled project insights and enables seamless talent acquisition, ensuring adaptability and efficiency.

Whatever the project scope, our seasoned team excels in identifying and deploying the finest onshore and offshore energy professionals.

We have extensive knowledge and understanding of our sectors.

Our partnership is geared towards scaling your organisation.

We deliver time saving solutions - As dedicated partners, we prioritise supporting our clients to succeed in their respective markets. Our seamless end-to-end integrations ensure the fastest qualification and onboarding process, accelerating your project success.

At WRS, we enable our global clients to achieve their workforce objectives by sourcing exceptional talent that is critical to building leading companies and delivering pioneering maritime projects. The strong partnership between our experienced team and our ambitious clients plays a vital role in transforming businesses and supporting the growth of energy and construction projects worldwide.

Project Highlights

Our team has forged partnerships with leading global offshore energy companies, actively supporting them in sourcing exceptional talent crucial for driving innovation and facilitating growth.

Here are highlights from some of our global projects:

GEOQUIPMARINE

"I have worked with Worldwide Recruitment Services (WRS) for 7 years now. We use WRS for the management of our Drilling and Marine crew which encompasses Marine Crew Management of the vessel Speer, Drilling Crew Management for all our vessels, payroll and timesheet portal and invoicing and Head Office travel bookings. From the start, we developed a quick, easy and great partnership. WRS' dedication to our company and enormous effort they put into all our requests is evident in all our dealings with this company. They always go above and beyond to try and assist us with various tasks, and the multiple and diverse nature of their organisation means we can rely on them for many aspects of our business."

Sharron Brighton, HR Coordinator | GEOQUIP MARINE

Van Oord

Marine ingenuity

"Van Oord Ship management department recognizes Worldwide Recruitment Solutions as a key supplier within the Crewing market.

We have been dealing with WRS since December 2018 as a unique provider of high quality temporary nautical crew and we have always found them to be professional, friendly, responsive and reliable.

We consider WRS not a simple supplier but a Partner and it's our intention to keep working with WRS in the future."

Christel van Lent, Managing Crew and Visa Desk | Van Oord

WRS

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