



**InterManager**

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**DISPATCH**

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**Millennials  
in Maritime**



# Welcome Message



Capt Kuba Szymanski  
Secretary-General, InterManager

Dear Reader,  
You wouldn't be reading this piece if it wasn't for someone many, many years ago who extended his/her helping hand and guided you into our industry.

Isn't it time we "pay back" this debt? Actually I bet I am preaching to the converted as many of our members strongly believe in the mentoring principles.

This issue of Dispatch we have decided to dedicate to our Future Leaders. It is with sad realisation that I am not longer regarded as "young" and the "future" but nothing stops me from being part of this process.

I love seeing a job well done; I thrive feeling that the principles and goals I fully subscribe are being carried forward and very often actually being improved on and

delivered far better than I would, or could, have imagine in the first place.

It puts a smile on my face when I see the enthusiasm and initiative of the young generation. It reminds me of me and my fellow "olds and bolds" of today. I have not forgotten all the mistakes we made - I do remember how embarrassing and painful they felt, but how grateful I am to all those people who were patient enough to stop, reflect and pass on their wisdom to help us learn the "ropes of the industry".

Can I challenge you, dear reader? Can you think when did you last passed your wisdom to someone who needed it?

If you have any direct questions about getting on the maritime career ladder, InterManager and its members are always on hand to offer advice. ♦

# Report



## Future Maritime Leaders

Shipping has been in the veins of trade since time immemorial. The industry may look very different today, compared to how our colleagues who ran it all those years ago saw it; but the one thing that hasn't changed - and until teleportation comes in, won't change - is getting products from A to B. This recognisable thread is why this industry will continue to offer hope and prosperity for generations to come, and why greeting anyone in shipping is like meeting up with an old friend.

The maritime industry is only as good as the people who work within it, which is why attracting the right people to a career in our industry should be a crucial part of our day-to-day work.

As the shipping industry is developing every day, the requirements to reach a high standard are also increasing. To reach these high standards, the industry needs a continual process of learning and understanding, developing as individual and as a team, to keep everyone safe on board and to keep the vessel in business.

Through the many appearances our President, Secretary-General and Executive Committee have made at young maritime professional events one thing has been clear, that millennials passion for the industry is red hot. Interest cannot be learnt or forced; it comes out of a genuine curiosity which more and more young maritime

professionals seem to adopt. This is hugely encouraging for an industry that, in previous generations, has been viewed as an "old boys club".

There is no doubting the passion from young professionals within the industry; what remains the hurdle is attracting young people into the industry in the first place. Given shipping's apparent invisible status, it could prove to be a tricky sell, but it doesn't need to be.

The options available throughout industry stretch far and wide: from seafaring and ship management to ship broking and market analytics.

As we shift our mind-set to sustainability, now is the time we should be actively encouraging young people to consider a career in shipping by making it more visible and easily accessible.

Let us divide this into seagoing and shore-based roles.



## Seagoing careers

It's 2017 and seafaring has never been more attractive to a would-be seafarer, with a career at sea offering prospects for quick advancements up the job ladder and, indeed, a great deal of responsibility at a young age.

An important point, raised by the 2015 BIMCO/ICS Manpower Report, suggested that in the past five years the industry has made good progress with increasing recruitment and training levels and reducing officer wastage (i.e. retaining qualified seafarers and increasing the number of years which they serve at sea). But the report indicated that, unless training levels are increased significantly, the growth in demand for seafarers could generate a serious shortage in the total supply of officers.

For all the advancement and excellence of technology, with training centres and simulation machines, nothing can equal the experience cadets receive when heading out onto the open waters. However, in an age of penny-pinching, opportunities for such training are becoming scarce.

What can be done? The British system of Cadets being employed first and then being sent through the education and training process is by far the most admirable. This gives young seafarers the confidence to build up their understanding and knowledge within the profession.

Although this is a committed avenue of training, it could raise some eyebrows when it comes to the financing and tailoring of training. Another open possibility is for owners to link up with colleges/universities and organisations to offer practical experience. This cost-effective initiative, which is slowly gaining gravitas, could prove to be game changing in training fresh faces in the ever-changing seagoing industry.

This is a process already being tried in the Philippines by InterManager member, Philippines Transmarine Carries, and the Philippines Government, who are offering students the skills they need to pursue a career onboard. Project Balanghay aims to educate and train senior school students by providing the technical skills, development and expertise for them to seek further education or career opportunities in the maritime industry.

In a sector which is managed by the '45+ brigade'



### Brian Sinnott, 28

Currently studying for a BSc (Hons) in Nautical Science & Chief Mate (Unlimited)

#### Brian says:

As we all know the maritime industry is constantly evolving, especially on the human element and technology side of things.

I don't feel that I will not be onboard ships forever. I plan on coming ashore at some stage and getting involved in the management, research, consultancy or operational side of the industry.

For the younger generation, I think you need to look at the bigger picture. We all have been home sick, we all have counted down the days to sign off.... but always keep in the back of your mind what you want to achieve.

#### How do we inspire the next generation?

Get the younger officers talking to the next generation. When I am talking to young people, I give them an accurate account of my cadetship, followed by what I am doing now. I tell them about the opportunities further along in their career, that the maritime industry isn't just about being at sea - pilots, harbour masters, surveyors etc.

The advice I would give is to network, network and network! The maritime community is a small one, so you never know who might be interviewing you at some stage.



### Kasia Wajda, 25

Currently a Third Officer

#### Kasis says:

The challenges an individual can experience whilst working in the maritime industry make it even more interesting than a regular 9-to-5 job. Learning new life skills and character building played a major role in the early parts of my career and, as I progress, the respect and responsibilities become greater and more rewarding.

Since qualifying, I have received great support from Captains and Chief Mates who have helped me develop my knowledge and have provided support whenever required. Working at sea involves teamwork and only as a team, can the ship run smoothly.

#### What role do you see the next generation playing in our industry?

Autonomy will start playing a more important role in day-to-day operations. I believe that young people who have this technological knowledge will play a far more important role in ensuring safety at sea and efficient operations continuing to run smoothly.

We need to encourage them while they are still young and have the choice to study and direct their own career path.

– that is staff born between 1955 and 1970 or those who entered the workforce in the beginning of 1980s – encouraging young cadets to enter the industry is no easy task. If you consider the influence technology has on a young person, it is unquestionable that they would rely on it in some form or another. As technology becomes more integrated into our industry, the '45+ brigade' cannot put off using it forever.

We are hearing more and more that tomorrow's seafarer will "be in an office at a computer" rather than at sea. Let's not jump ahead of ourselves, this is a far-off concept. Although autonomous ships will be a likely prospect, the idea of having a vessel without seafarers is puzzling. You wouldn't have a plane flying cargo without a pilot would you?

Working in tandem with technology is unavoidable, and the sooner the whole industry can embrace it the better. Just think how the airline industry has evolved because of technology and the increasing reliance upon it.

There is no doubt that the greatest asset on the sea is the seafarer. As the industry strives for sustainability there are

two things we need to do if we are to ensure the seafaring profession remains attractive. Firstly, make the industry more visible and accessible by working with schools and related youth organisations. Secondly, train 21st century brains in a 21st century way; utilising technology whilst at the same time maintaining traditional seafaring skills which have kept the industry afloat for over 2,000 years.

#### Shore-based careers

The role our onshore colleagues play across a multi-sector playing field is vital to seagoing operations. From the supply of vessels and its cargo to the vessel's insurance and seafarers' wages, all depend on the seamless work shore-based maritime professionals do.

We are possibly seeing the last generation of maritime professionals who would be expected to go to sea before coming ashore to join a "behind the scenes" position. With the rise in specialised education, young people can now be trained in specific maritime sectors without having to be at sea for a number of years beforehand.



## Markus Wiederstrom, 27

Currently a Trainee Solicitor  
with Hill Dickinson

### Markus says:

My interest in shipping began at university, where I enjoyed subjects such as marine insurance, voyage and time charters and international trade.

Since beginning my career in shipping, I have attended seminars and events hosted by organisations such as Young Maritime Professionals and YoungShip. By attending events, I understood how global the shipping industry is and that a career in shipping could take you all over the world. I also realised how a career in the maritime industry could allow me to develop an international network. These were two big selling points which convinced me that I had made the right choice in pursuing my career in shipping.

### What piece of advice would you offer someone wanting to get into this industry?

I would advise anyone wanting to work in the maritime industry to be proactive and attend seminars and events. This is a good way to follow trends and developments, and allows you to meet young professionals working in the industry. Shipping is very much a people business, and a good network can be a real asset if you want to succeed.

As young people make decisions about their future careers, is it too hard to try and push the maritime industry as a choice? Not at all. If anything, our industry is full of choice. Think of all the possibilities onshore:

- Maritime law
- Ship broking
- Accounting
- Ship manager
- Naval architect
- Software engineer
- Ship agent
- P&I Clubs
- Marketing/public relations

...to name but a few.

The options are there and waiting for young, enthusiastic professions.

In discussing the way forward for onshore human capital, it is essential that we attract the best and brightest of those wanting to join global shipping. Clearly we need

to build awareness and interest in the maritime industry through programmes which are geared towards the new generation coming into the workforce over the next five to ten years.

Unfortunately, shipping remains an “invisible” industry to the man or woman on the street, so we need to create a better understanding and appreciation of its contribution to the global economy. In essence we need to humanise the industry.

Shipping can be part of the school curriculum as initiatives such as ‘Adopt a Ship’ demonstrate. This particular project is the brainchild of the Cyprus Shipping Chamber, and links school children with ships to learn about life onboard a vessel, helping spread the visibility of our industry and encourage young people to ask questions.

Big decisions lie when they start thinking about what to do after school: university or further learning; internships or apprenticeship; or to start in the workplace. These

decisions are important, but not decisive of a whole career. There are always opportunities to further one’s knowledge throughout their career and even to change tack altogether.

The growth in specialised courses available to students all over the world reflects the increased interest of maritime learning. There are more unique courses than ever offering budding maritime professionals the chance to enhance their understanding of the industry. Likewise, the maritime industry’s recognition of courses offered globally truly reflects the wealth of talent coming into the industry.

It is not just specialised courses available to help encourage young people into the industry, but also the support from within the maritime sector itself which is helping young maritime professions develop. Organisations such as the Shipping Professional Network London and YoungShip provide a network of support to people both at sea and ashore. These groups offer its members the chance to share knowledge and to grow professionally and privately.

Networks such as these remind us of the industry’s close-knit nature, which makes it an appealing career choice for young people who would like to work in a global environment. They also help overcome the industry’s problem of being invisible to younger professionals outside of maritime.

Over the past ten years companies have been offering more accessible ways into professional sectors through internships and graduate programmes rising in numbers year-on-year. This is very encouraging and something which has helped the industry enormously.

However, we should not be naïve and leave it solely to companies and the education system. Whatever role we play in this great machine that is the maritime industry, we must all play our part in helping to encourage the next generations through the doors and nurture them to drive the industry in an economic and socially sustainable manner. By being visible and accessible we can ensure that this global industry can be future-proof come-what-may. ●



## Masha Samkova, 21

Currently studying maritime law

### Masha says:

Ever since I was at school I have loved law and the sea. So, one day I decided that’s a good combination. I enrolled at the National University Odessa Maritime Academy and started a maritime law course. Since studying maritime law, I have realised that the maritime industry is unique and fascinating.

A common misconception is that a maritime lawyer is the same as a common lawyer, but it’s actually not. The main difference is that being a maritime lawyer means requires you to understand international law. There is always a need for a qualified person who know maritime law, especially in my country, Ukraine.

### What would you say to someone wanting to get an industry qualification?

To get a qualification in any industry you must be interested in it. I visited different conferences and meetings that helped me better understand my profession and stay inspired by lawyers who had already dealt with maritime cases. So, my advice is: do what you love and love what you do, and success will follow.



# IMO Report

By Capt Paddy McKnight,  
InterManager representative  
to the IMO

## News from the IMO

The IMO had a busy start to the year with five out of the seven IMO Sub-Committees meeting in the first three months, followed in April by those of Facilitation, then Legal, which was intertwined with the IOPC Funds Convention. The month of May is however meeting-free and gives the Secretariat welcome breathing space prior to the extensive eight working days allotted to the Maritime Safety Committee (MSC 98) commencing on Wednesday 7 and finishing on Friday 16 June. As might be expected, the agenda is one of substance and includes many items of interest to members of InterManager.

These include:

- Decisions of other IMO bodies
- Amendments to mandatory instruments
- Measures to enhance maritime security
- Goal based new ship construction standards
- Formal safety assessment
- Piracy and armed robbery against ships
- Unsafe mixed migration by sea
- Consideration of reports from the five Sub-Committees, namely:
  - Carriage of Cargoes and Containers
  - Pollution Prevention and Response
  - Human Element, Training and Watchkeeping
  - Ship Design and Construction
  - Navigation, Communications and Search and Rescue

Following a two week lull, the Marine Environmental Protection Committee (MEPC 71) meets during July to discuss:

- Harmful aquatic organisms in ballast water
- Air pollution and energy efficiency
- Measures to enhance energy efficiency of international shipping
- Reduction of GHG emissions from ships
- Special areas and PSSAs
- Pollution prevention and response
- Reports from other Sub-Committees
- Technical cooperation activities for protection of the marine environment
- Capacity building for the implementation of new measures

The final Committee meeting prior to the August break is the 118th IMO Council meeting. The remit is very broad, as the Council effectively polices the IMO organisation and it will discuss items such as:

- Strategy planning and reform
- Resource management, including budget considerations
- IMO Member State Audit Scheme
- Reports of major committees
- World Maritime University
- IMO International Maritime Law Institute
- Protection of vital shipping lanes
- Assembly matters
- External relations
- Convention status and IMO membership

Wishing you all an enjoyable spring, don't forget the sun cream! ●

# On The Bridge With...

## CESG

As maritime human resource specialists CESG celebrate 10 years in this every-changing industry, perhaps it is time to reconsider the approach to hiring the best and brightest young people to succeed in our industry.

The company's Chief Executive, Neil Carrington, took the leap into maritime when he went to sea in the 1970s; a time when a seafaring career offered different opportunities than it does for today's cadets. 50 years ago there was a different maritime landscape then: no shortages of cadets and many more shipping companies than we see today.

As the industry battles economic and social pressures, the drive for sustainability has never been so high on shipping's agenda. One of the most pressing issues is the lack of visibility the industry faces amongst the general public; visibility plays the key to attracting young, fresh talent.

"Social media has to be the way to increase the overall awareness of the industry in the first instance. Making young people realise that the latest iPad comes by ship has to be the way to go. It is only by developing this knowledge and then dealing with the specifics of attracting young people, that we can attract them to the ships. This includes emphasising that there is also a career in the industry after seagoing days are completed, and that the industry itself is a multi-billion pound enterprise," Mr Carrington told Dispatch.

The drive to increase visibility gives the maritime industry a chance to forge new partnerships; especially with schools, universities and through apprenticeship programmes. "By working with young people, we can ensure a sustainable path," he added.

One particular career that is vital for sustainability is seafaring. "Seafarers are a special breed of person who have to possess a large degree of self-sufficiency, initiative and, in modern times, an ability to occasionally not have internet access 24/7," Mr Carrington stressed.

Casting his mind back to when he joined as a seafarer, Mr Carrington reminisced over his selection process. "It was quite rigorous and involved an interview and tests in Sheffield, England, a trip to London for further tests and interviews and finally the seemingly long wait for O Level results before being accepted. The selection process remains quite rigorous today, as it needs to be, because being onboard a ship is the last place you want to be if you decide it is not the life for you."

Educating the best and brightest seafarers will always be a high priority for our industry; the only variable over time is what they will learn. A cadet of the 1970s probably couldn't have conceived then the idea of autonomous ships one day making the headlines.

As this multi-sector industry looks to ways to ensure sustainability, CESG is clear how it sees young people coming through the ranks: sustainability is only effective if the industry nurtures young professionals and involves them in industry-led initiatives. ●

# Tip Of The Month

## Making it in maritime

Whether you're thinking about going onboard or staying ashore, the maritime industry is a fascinating career choice.

These tips are given by industry recruiters and those who have worked their way to the top.

Above all else, don't be afraid to ASK – inquisitive minds speak volumes.

### Onboard



#### Showcasing leadership

For maritime professionals aspiring to get higher ranks onboard ship, it is imperative to highlight one's strengths and showcase professional leadership qualities.



#### Staying up front and volunteering

To enhance credentials, be a volunteer at jobs on ships.



#### Building good interpersonal relations

A good professional image always plays a key role when the management is making decisions for a promotion on ships.



#### Learn new things each day

One must always improve one's personality and profile by learning new things onboard ships and to do so have the right aptitude.



#### Be vulnerable

The best way to build relationships with people whom you'd like to work with is to start by being vulnerable, sharing your admiration for their work, and asking for advice.

### Onshore



#### Link up with LinkedIn

Not only is LinkedIn a useful tool to network, but it provides good opportunities to keep in the loop of who's-who and what's-what. Joining groups also can help give you an 'insiders views' of what is going on in the industry.



#### Don't always follow your passion

Passion for your work will develop over time as you got better at what you do and took more control over their career.



#### Create your position

Study the industry and determine a company or two that you'd like to work for. Being aware of the latest news in the industry will give you 'cultural awareness'.



#### Network, network, network

There is no doubting the value of networking if you're hunting for that elusive role. The maritime industry is relative small, so get to know people because you never know when your paths may cross again.



# Limelight

We invite a young Second Officer, who made the jump from sea-to-shore sooner than most, to share his experience.

I am fortunate that my move ashore was a career choice rather than a forced change; many in the offshore sector, in the present climate, are not so lucky. I was firmly on the Merchant Navy career ladder, a Second Officer and Senior Dynamic Positioning Operator, all set to begin studying for my Chief Mate's ticket at Warsash Maritime Academy. After all, that's what you do, get those three years as a cadet under your belt, spend as little time as possible as a junior officer and start climbing your way to Master. At the very least you 'need' your mate's or master's ticket to even consider moving ashore... or do you?

I would never dissuade anyone from pursuing those four gold bars, the very opposite in fact, as for some it is the ultimate goal in a maritime career. Many options lie on the beach after time as an Officer of the Watch with many junior officers taking up positions as college lecturers, training managers, operations superintendents and technical advisors. For me the opportune sighting of a

job posted on Twitter made me re-consider my options and, consequently, to continue my maritime career ashore rather than at sea.

Now ashore, I don't require a Risk Assessment and a Permit to Work to operate the stapler or the hole punch. I am of course being facetious but I do feel that the balance between risk management and what is required operationally has, perhaps, tipped too far at sea. I fear a safety culture of checklists and box ticking in place of one where the application of thought and consideration identifies the potential hazards of a job. When an incident occurs if the first place everyone turns is to the paper trail, then surely there's an issue? A checklist or permit is only as good as the person wielding the pen.

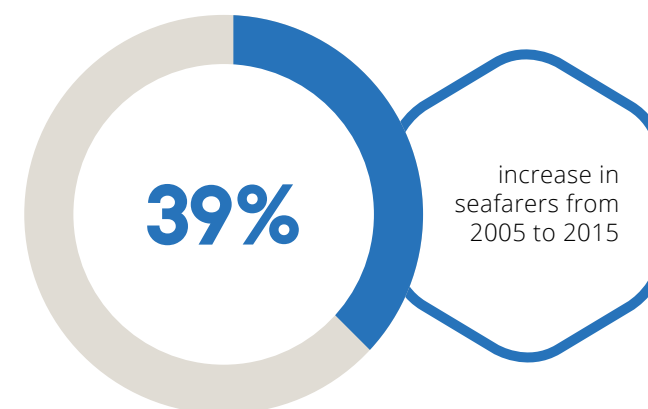
Now at a desk rather than a ship, I see positive results due to my actions within the workplace, something I had lost to a degree at sea. For me a new challenge ashore was what I needed to rekindle my passion with my maritime career. ●



## Stats & Facts



## Growth on the cards



6 new shore-based courses added to UK maritime education institutions in 2016

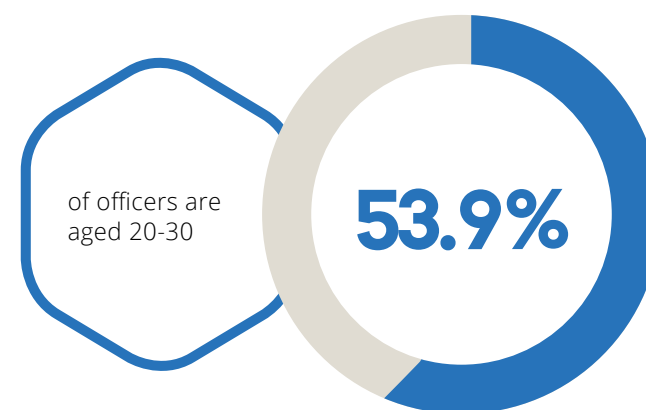
\$4tr worth of goods transported annually

6 specialist maritime law firms

68427 maritime students worldwide in 2014-15

482 institutions worldwide offering maritime courses

4942 ship management companies globally



Data collected from: Lloyds List, ICS, MPHEC & WSC



# Watch Keeping



## CrewConnect Europe

Participate alongside shipowners, crew managers, regulators and industry stakeholders in the solutions-oriented two-day discussion and workshop on the challenges and opportunities for the industry.  
Details: [www.maritime.knect365.com/crewconnect-europe-conference/](http://www.maritime.knect365.com/crewconnect-europe-conference/)

**Copenhagen,  
Denmark**



## 23rd Cyprus Shipping Off-Road Rally

Details: [www.cyprusshippingrally.com](http://www.cyprusshippingrally.com)

**Cyprus**



## Vessel Efficiency & Fuel Management Conference

The conference will specifically focus on the regulations affecting vessel operations and companies in US Waters.  
Details: [www.wplgroup.com/aci/event/vessel-efficiency-fuel-management-summit-usa/](http://www.wplgroup.com/aci/event/vessel-efficiency-fuel-management-summit-usa/)

**Houston,  
USA**



# On The Wire

Trending snippets from across social media.



**Warsash Academy**  
We're at HMS Sultan for the @RoyalNavy #UTCChallenge  
Some great projects here!



**Seavision**  
Youth interest in shipping means sector needs to respond #careers #tomorrowworkforce #maritime #marine #ports



**ETC Forum**  
ETC is the biggest event where you can meet Ukrainian seafarers and cadets.



**Nautilus Intl**  
90% of #seafarers now consider #internet access to be the most important port-based service, says @Seafarers\_Trust



**ABP Southampton**  
At ABP, we are investing in young people and our apprentices are part of our team who are #KeepingBritainTrading



**CSM**  
So proud of our team for coming 5th in the Limassol Marathon Corporate 5k Race, out of 165 companies! Great work Team #CSM #Limassol



**Ship-to-shore**  
Navigating a Maritime Career at Sea and in the Office



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# Headlines

## Navigation: an important journey, not just a destination

**A**lpha Navigation is proudly celebrating 20 years since it first supplied vessels with competent and professional crews. It is a company which began operating under the principle of placing skilled seafarers in the hands of well-respected ship owners who sought a professional and sustainable workforce.

Since then Alpha Navigation has placed over 50,000 seafarers worldwide. Part of the success story is down to the way it regards its seafarers and how it nurtures them professionally and personally. One of the charming traditions of the company is to compete in The Maritime Telegraph race, held in Odessa, Ukraine. The company sponsors the event and also encourages staff from across its Odessa office and cadets to join the Alpha Navigation team.

This year the team achieved another impressive result, with the winner of the 5km race, Konstantin Abakumov, an Alpha Navigation cadet winning a place to run in the HASPA Marathon last month.

Founder of Alpha Navigation, Bogdan Zelenski said: "We actively encourage young cadets and experienced maritime

professionals to mingle and socialise. Not only because we value the individuals, but we also see the importance of sharing knowledge and experience without barriers.

Our young cadets are the managers of tomorrow's maritime world, supporting them from the word 'go' is natural for us. After all, you can't build a sustainable future if you neglect young, enthusiastic people can you?" ●



## Virtual Reality: training tomorrow's seafarers?

**I**n March we ran a competition on Facebook and Twitter to test out followers' perception of virtual reality.

In the clip, our Secretary-General was testing out the latest in virtual reality training by using KVH/Videotel's unique virtual reality technology. We asked followers to guess what action he was performing; those who guessed correctly that he was stopping a pump in order to clean out a filter were invited to share their opinions on virtual reality training.



### Glen Faester

*Almost all companies worldwide are using virtual reality for training staff in tasks that are perhaps difficult, time consuming, and/or costly. The ability to train someone through virtual reality is such an efficient way to attain a skill set that would otherwise take years to obtain.*

### Toon van de Sande

*I really cherish the idea that modern and virtual ways of learning are being introduced in the industry. I think the most important is professionalism: A seafarer should know what he or she is doing, how and why and what the possible results of the actions may be.*

### Tristan Murphy

*Virtual reality has seen great advancements in the last number of years. The technology has great potential to be incorporated into cadet and advanced seafarer training. Being able to replicate real world scenarios in a cost effective and safe environment presents an opportunity to learn, develop decision making skills and human resource management.* ●



# Through the Porthole



Alpha Navigation  
at the ETC  
conference  
in April



V. Ships  
at the ETC  
conference  
in April



EMCS  
Superintendants  
course in April

Capt Kuba  
Szymanski  
at the ETC  
Conference in  
Odessa in April



Columbia Ship  
Management  
came 5th in the  
Limassol Marathon  
Corporate 5km Race  
in March



SC Innovative  
Ukraine  
at the ETC  
conference  
in April

InterManager  
reading our round  
table debate in  
Shipmanagement  
International  
magazine







Editor: Alexander Preston

Design & Layout: Diptesh Chohan

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