



## Precious Shipping-Young Leaders Programme

### Our development philosophy

To be successful at Precious Shipping, it is our strong belief that inductees in Precious Shipping's young leader programme must gain exposure to and have an intimate understanding of the workings in the finance, technical and commercial department of the company. The consequence of this strategic choice is that not only will our young leaders in the future become excellent professionals in their chosen area of specialization but will also be committed to and become knowledgeable about the Shipping industry. The opportunity that our young leaders get to work alongside top caliber shipping industry specialists plays an important role in achieving this.

### The young leader programme

We know what is going on in the world of shipping as we have been successfully operating our ships globally for the last 30 years. We offer talented individuals the opportunity to work in this international, highly professional and fast-paced environment.

We believe in learning-by-doing and therefore our young leaders are given the opportunity of working in the three key departments for a period of 18 months. You would therefore be provided with the opportunity of working in a truly multifaceted environment in your exposure to different parts of the business.

### Department rotation

During the young leader programme you will get familiar with our business processes and you are likely to get assignments in:

- Accounting
- MIS
- Finance
- Legal
- Chartering
- International Safety Management
- Purchasing
- Crewing

### Training and Development actions

You will be assigned a mentor who will oversee your training and development over the 18-month period. You will meet two times per year together with other young leaders at Precious Shipping to share experiences. The results of the "lessons-learned" and your impression of Precious Shipping, its business philosophy, its business processes, structures etc. may be presented to members of the Board.

## **A team to help you to be successful**

As you rotate through different departments, you will report to a line manager, who would act as your coach and who would be responsible for the success of your training in the department. He/she is the one who reviews your development progress and the quality of your performance both from a skill and competency perspective. As you will be working in several departments, you will be reporting to several managers.

Precious Shipping's Human Resources Manager will coordinate your training programme. He/She will be monitoring your development in order to ensure that your development is in line with the mutual expectations. He/She is also someone you can address questions that you may have about your personal and professional development.

Where possible, you will be linked to a "Buddy", a junior colleague who ideally was a trainee him or herself within the last three years. Your Buddy will be available to share experience and give you some feedback on the basis of his or her own experience and knowledge of the Company.

Our young leaders can be sure that they are looked after very well and that there will be colleagues available that will assist them to make a continued success of the careers.

At the end of our young leader program you will develop an understanding of the shipping industry. You will also become familiar with the company culture and be ready for a first assignment in our Company.

## **Salary**

Remuneration during the young leader programme is competitive and reflects your performance with us.

## **Career perspective**

We are an organisation with limited levels of reporting. Consequently, we are able to offer a lot of responsibility to our employees. We offer excellent professional development opportunities in the finance, commercial and technical department.

## **Candidate profile**

You must be a top university graduate between the age of 21 and 26, preferably with a background in Maritime studies, business studies, economics or law. You must have the right to work in Thailand. As we work in an international environment, strong English language skills are essential. The key competencies for a career within Precious Shipping are strong interpersonal skills, drive, self-management, teamwork, organisational sensitivity, planning & organising.

## **When can I start?**

We recruit throughout the year, however it maybe that a position is not immediately available.

Interested applicants please submit your CV, current & expected salary by E-mail to: [hrd@preciousshipping.com](mailto:hrd@preciousshipping.com)

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