



OJ CREW

HR MANAGEMENT

WE ARE THE
CHANGE.

IT'S ABOUT MORE THAN RECRUITMENT.

WWW.OJCREW.COM

ABOUT US



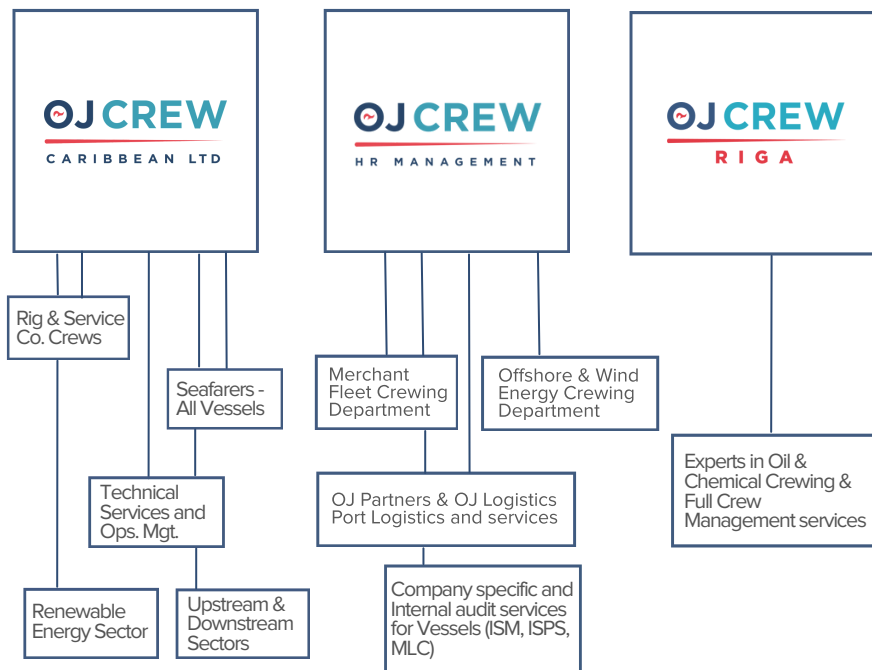
We, OJ Crew, act as an international HR management services provider for Oil & Gas, Maritime sectors. Our target is to bring you a positive change, the intended result and overall improvement of your business activity. We intend to become YOUR recruiting partner of choice!

OJ Crew – comes with Individual and unique approach to every single client. New and fresh strategy for Oil & Gas, Maritime recruitment - thanks to the vast industry knowledge, expertise of our dedicated team & close relationship with the partners.

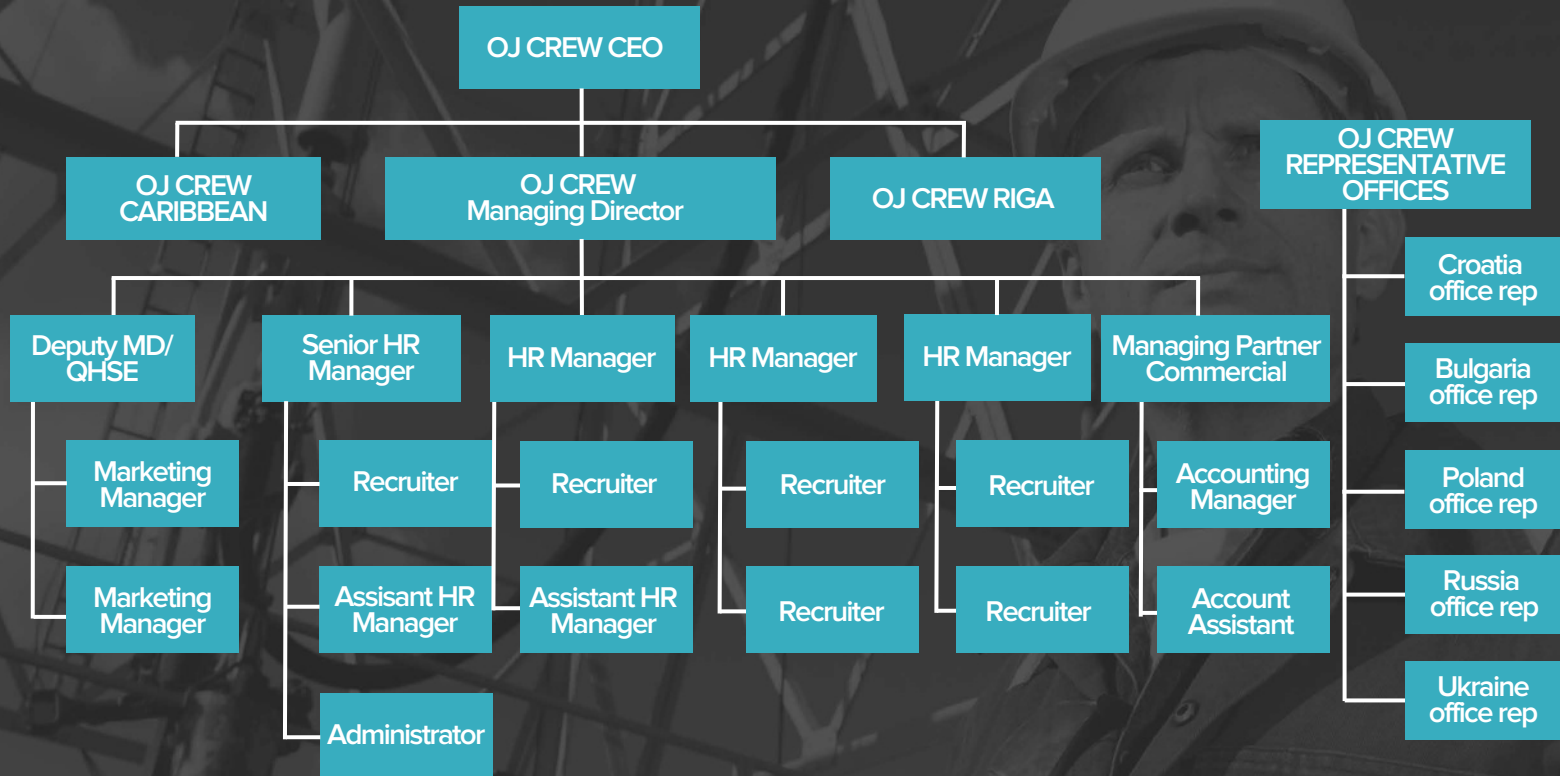
Positioning ourselves as deliverers of

professional and highest quality services with a very competitive / cost effective solutions & carrying a name of trustful & efficient HR partners OJ Crew has expanded into four branches.

OJ CREW GROUP:



OUR ORGANISATION



COMPANY OVERVIEW

OJ CREW

HR MANAGEMENT

Founded in 2013, OJ Crew stands out from other Baltic agencies - as high-quality performers and excellent crew deliverers with big backlog of satisfied and happy clients.

2013

JSC Gartruda has been established in Lithuania, with 2 x trademark names - Offshore Jobs (OJ Experts) & OJ Crew.

2016

- Acquisition of accreditation by Lithuanian Maritime Administration and MLC:2006.
- Establishment of OJ CREW branch in Cyprus.

2017-2019

Client, Seafarer and partners base growth, reaching 200 seafarers on board across 35 vessels around the world

Project team worked on building up chain of partnerships, pre-arranging contractual agreements, gathering up and establishing Pool of seafarers database.

- Acquisition of ISO 9001:2015.
- Establishment of OJ CREW Riga.
- OJ Logistics establishment
- OJ Consulting establishment
- OJ Solutions establishment

2013-2015

2017

20+

clients from different countries

500+

employed seafarers

60K+

seafarers in our database

160K+

followers on our social media channels

WITH TRUSTFUL PARTNERSHIP - WE STAND BETTER, TOGETHER.

OJ Crew Riga branch was opened with the particular emphasis on **Tanker / LNG Fleet recruitment** and outsourcing. Having a specific knowledge and technical expertise of Tanker industry, OJ Crew Riga is able to serve and carry out the most complex HR cases by recruiting the right people with the needed skills.

300+

of employed seafarers on
Tanker/LNG fleet.

2000+

experienced pool of
professionals for
Tanker fleet.

15

satisfied worldwide Clients,
who have been provided with a
full crew management services.

OUR CLIENTS



OJ CREW

HR MANAGEMENT

OUR CLIENT VOICE:

OJ Crew has given excellent service and supplied very good candidates who are doing a good job on board the ships. We are very satisfied with their services and will use them next time any vacancy will arise

- C. MOBERT,
Fleet Manager (Marine Supply AS)

OUR CLIENT VOICE:

We are happy with OJ Crew as our partner. Communication has been quick and precise, which is important to avoid any problem situation.

- T. FRIIS,
Crewing Manager (VG SHIPPING)

CORE VALUES

Vision:

We intend to become a leader in the market, to become “choice number one” and efficient HR management tool for our clients, to become our clients’ best partner and everyday tool for “the best employee recipe”, while reducing clients’ costs & improving labor quality.

Mission:

To build strong and reliable Crew Manning service providing Organization with a several offices covering the Globe, with new and different approach both for our Clients and all Employees, not limited to nationality or country. To become a best employer for our employees, to act as ONE team.

OJ CREW TEAM CORE VALUES:

NEVER GIVE UP
SPIRIT

COMMON GOALS -
ONE TEAM

CONSTANT CARE

CONTINUOUS
DEVELOPEMENT

CONTINUING
GROWTH

DYNAMIC
FLEXIBILITY

OUR EMPLOYEES -
OUR SUCCESS

Never give up spirit – no matter how hard it is – there is always a way out. Hard work always pays out, just never give up!

Common Goals – One Team – Teamwork, cooperation, and a common vision to success is key to success!

Constant Care – we do care about our employees, colleagues care about each other – together we are strong!

Continuous development – there is always something to learn, all live we leave – we gain experience, learn lessons and develop to a newer level. We strive to develop and become better!

Continuing Growth – we will never stop growing, both as a company and as each individual. And it will be supported all the time by all possible means!

Dynamic Flexibility – it is a constantly changing environment, world. We adopt, we move with changes, we are flexible and ready for any changes!

Our Employees: Our Success – It is the most important value. Without the OJ team, there is no OJ Crew!

QUALITY APPROACH

OJ CREW intends to become clients' best choice for long-term loyal and flexible cooperation. Our goal is to bring our clients exceptional quality and individual approaches for all client's needs. We intent to thoroughly understand our client's business and operations, analyze their needs and challenges and become our client's tool of common success.

We intend to deliver personalized service with a fast and efficient approach. We are ready to deliver exceptional performance and the highest quality of services, being upfront of our competitors with 100% quality assurance and 100% client satisfaction.



OJ Crew quality approach is based on:



WHY US

WE ARE THE FUTURE!

- F** Focused to result
- U** Unique team
- T** Trustful & transparent business partner
- U** Understanding need of our clients
- R** Responsible approach
- E** Effective services

- Independent, privately owned company with expanding services, collaborations covering most of the globe.
- "Out of the box"; way of thinking while seeking solutions for various challenges. FUTURE approach to changing world. No examples needed - refer to our Clients feedback
- Ability to give our clients additional value - Marketing solutions, promoting Client's brand and name via Social & Business promotion Networks in Eurasia and all around the Globe. Ability to bring new clients.
- Diversity of additional services and partners: Business Consulting, Port Logistics services, Marketing solutions and advisory, Training, Travel solutions, Payroll and Tax advisory.
- Young but experienced, multi-skilled, and motivated Team with quick situational thinking, with dynamic flexibility approach and "individual client" care approach
- Innovative recruitment and headhunting solutions - Utilising Social Networking. Professional Linkedin network consists on 100 000 followers - biggest in Europe as for recruitment agency.
- A combination of a full set of Manning services with upfront solutions in payroll, travel, and training.
- "No problems - just challenges and solutions" approach to daily operations with all clients.
- Offering INDIVIDUAL client approach, with constant 24/7 care and dedication.

OUR EXPERTISE & SERVICES



How our services & expertise can bring an exceptional success to your company?

Flexible and innovative approach is our key for successful collaboration. Reducing employee turnover rates & increasing the overall quality of candidates sourcing is our daily goal!

Recruitment & Crew Management

Best methods for cost effective HR solutions, while presenting the most suitable candidates. Any position, any nationality - You've got the requirements, we've got the people.

Payroll solutions & Travel Management

Reduce costs. Waste no time & energy! While using individual approach and exclusive industry knowledge, we are able to apply the individual cost-saving HR strategy to each Client and save up significant amount of their expenses. We take care of Tax handling, Payroll services, A1 Forms, travel management including flights & insurance.

Urgent or Extraordinary Cases

Get the quickest responses to immediate requests or most specific roles. We are ready to fulfil your requirements within the shortest period of time!

24/7 Support

More help. Less waiting. With the 24/7 support we can assure prompt and complete assistance to our Clients' special requests or occurred issues - 24 hours per day, 365 days per year. **You can count on us!**

OJ Crew - where your search ends!

OUR CLIENT VOICE:

“

In case we cannot find the best candidate for the job, OJ Crew can support us as manning agent with finding the best candidate. Also OJ Crew has proven themselves already with 24/7 support and fast communication. With their experience in maritime and offshore industry together with knowledge of international payroll and their huge database of crew we believe we have found a solid and reliable partner to expand our crewing activities.

”

- THE OFFSHORE PARTNERS

TAILORED HR STRATEGIES

Our company employs streamlined and tailored HR strategies that helps to deliver industry leading solutions and positive results for the business of our Clients.



Growth:

We seek to grow profits by applying cost saving HR solutions and implementing positive changes.



Execution:

we deliver results through operational excellence, partnership and cost efficiency.



People:

Our experienced & dedicated HR specialists and industry knowledge empowers us to source high caliber candidates.

OJ CREW

HR MANAGEMENT

OUR CLIENT VOICE:

“

OJ CREW is a very modern and professional manning agency. They react swiftly to any requirements we have even if these are not their core business. Having now worked with them since many years we are certain that they selection process is very reliable and on high standard adapted to our requirements. This has benefited both of our companies not only by increasing our cooperation, but most importantly by improving quality and the efficiency with a continuous strive for further improvements and developments. Especially for such developments OJ CREW is a favourable partner with their dynamic culture and "out of the box" thinking whilst sharing further core mutual values.

”

- PHILLIP BOERGER (Managing Director, Martracon)

“

We intend to reduce your HR related costs & employee turnover rates by finding the Perfect Balance. Best solutions for optimising budget on HR related matters, while presenting the most suitable candidates!

”

- OJ CREW TEAM

CORE STRENGTHS



Transparent and
trustful Partnership
approach;



Cost-saving
solutions;



Reliable partners
around the globe;



Integration of experience,
knowledge and practice;



Pool of well qualified
and experienced
candidates -
Merchant & Offshore;



Strong and dependable
quality system;



Individual approach
to each Client;



Exceptional Crew
management
experience;



Wide ranging payroll
options;



Rational approach to
HR resources;



Streamlined
communication 24/7;



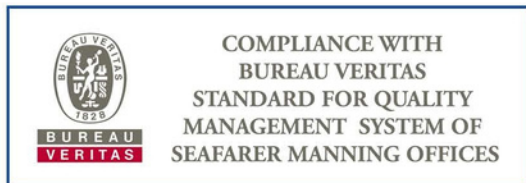
HR Managers with
marine/offshore
background.

ACCREDITATIONS

Transparent identity of the company, professional culture & ethical working processes have been successfully adopted in OJ Crew business model from the very beginning. MLC 2006 certificate and LMSA license stand for official recognition of our regulatory compliance and transparent working methods.

OJ Crew regulations and work principals are done with accordance to ISO 9001:2015. By using our competence and upholding our commitment of quality assurance, we seek to implement "Best Practice" in everything we do.

Highest standards of integrity & ethical behavior in all processes are the basis for our relationships with partners, customers & team members.




HEAD OFFICE



OJ Crew headquarters are based in Klaipėda, one of the oldest cities in Lithuania with the population of around 160 thousand people.

It is the third largest city in the country, located in the Curonian Lagoon and the Baltic Sea merging spot. A gross nonfreezing sea harbor is established in **Klaipėda** so the city is one of the main Lithuanian economic centers and a very important transit knot.

Visit Our Head Office:

 **I. Kanto 22-2, Klaipėda**
LT-92237

City of the Port

Klaipėda city is famous for its multipurpose, universal, deep-water port. Nineteen big stevedoring companies, ship-repair and shipbuilding yards operate within the port and all marine business and cargo handling services are rendered.

The annual port cargo handling capacity is up to 40 Mt. The port operates 24 hours a day, seven days a week, all year round.

We welcome our Clients to visit Klaipėda, a city full of joy and resort-like atmosphere. A city, with its heart beating together with a sea.

PARTNER WITH US!



OJ CREW - Your efficient partner –
Ready to deliver best services &
Optimize your business performance.

✉ at@ojcrew.com / info@ojcrew.com

☎ +370 46 494544

f Facebook: OJcrewing

in LinkedIn: OJcrewing