



**OJ CREW**

HR MANAGEMENT

# WE ARE THE CHANGE

IT'S ABOUT MORE THAN RECRUITMENT

[ojcrew.com](https://ojcrew.com)  
2025

# OJ CREW GROUP

**OJ CREW**

HR MANAGEMENT

Crewing Specialists  
for Merchant Fleet,  
Offshore & Wind  
Energy

**OJ CREW**

R I G A

Experts in full crew  
management and  
payrolling services

**OJ CREW**

P O L A N D

Merchant Fleet &  
Offshore Crewing  
Expertise

**OJ CREW**

C R O A T I A

Specialized Crewing  
Solutions for the  
Adriatic Region

**OJ CREW**

S H I P M A N A G E M E N T

Comprehensive ship  
management  
solutions

**OJ SAFETY**

M A R I N E S A F E T Y S E R V I C E S

FFE & LSA inspections,  
maintenance, and  
repairs per flag and  
class

**OJ PARTNERS**

Y O U R P A R T N E R S I N P E R F O R M A N C E

Logistics & Projects  
& Consulting

**OJ TRAVEL**

D E D I C A T E D M A R I N E T R A V E L

Global Travel  
Solutions

# THE OJ CREW JOURNEY

2013

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

2017

- Acquisition of ISO 9001:2015
- Establishment of OJ CREW Riga
- Establishment of OJ Partners

2024 -

- Establishment of OJ Ship Management
- Establishment of OJ Crew Croatia
- J J J

2016

Acquisition of accreditation by Lithuanian Maritime Administration and MLC: 2006

2022

- Establishment of OJ Travel
- Establishment of OJ Crew Poland



# OJ CREW

**Founded in 2013:** Our headquarters in **Klaipėda, Lithuania**, reflects our dedication to continuous growth - expanding our expertise, knowledge, and reach.

**Client-Centric Philosophy:** We adapt to the unique needs of every client, ensuring personalized solutions that align with their goals.

## Comprehensive Services:

- Recruitment & Crew Management
- Offshore Recruitment
- Wind Energy Staffing
- Payroll services

*We're committed to being a partner you can trust,  
delivering solutions that truly meet your needs.*

**20+**

clients from different  
countries

**4500+**

employed via  
OJ CREW GROUP

**170k+**

CV Available in our  
database

**250k+**

LinkedIn Followers

# OJ CREW RIGA

OJ Crew Riga was established with a particular focus on **Tanker/LPG/LNG fleet recruitment and outsourcing**. With specific knowledge and technical expertise in the tanker industry, OJ Crew Riga excels in addressing complex HR cases by recruiting individuals with the necessary skills and deep industry knowledge .

While our expertise lies in wet fleet operations, our capabilities extend across the maritime sector. We provide tailored HR solutions for all fleet types, ensuring efficiency and safety.

By understanding our clients' unique needs, **we match highly skilled candidates with the right roles** - helping shipowners build strong, reliable teams.

**20+**

clients from different countries

**4500+**

employed via OJ CREW GROUP

**170k+**

CV Available in our database

**250k+**

LinkedIn Followers

# OJ CREW POLAND & OJ CREW CROATIA

## Strengthening Global HR Solutions

OJ Crew Poland and OJ Crew Croatia recruit skilled professionals for the maritime and energy industries worldwide. With deep industry expertise and a strong understanding of global and regional markets, we provide tailored HR solutions to support shipowners and offshore companies.

## Commitment to Excellence

Beyond their regional presence, OJ Crew Poland and OJ Crew Croatia connect clients with top talent worldwide. Through strong partnerships and a client-focused approach, we ensure businesses have the workforce they need, wherever they operate.

20+

clients from different countries

4500+

employed via OJ CREW GROUP

170k+

CV Available in our database

250k+

LinkedIn Followers

# SHIP MANAGEMENT

OJ Crew Ship Management is dedicated to ensuring smooth, safe, and efficient vessel operations. With a modern, hands-on approach, we provide shipowners with comprehensive management services, helping them navigate industry challenges while maintaining the highest standards of safety and compliance.

## Our Core Services:



### Technical Management

Expert maintenance  
schedule , repairs,  
complex dry docking  
procedures



### Crew Management

Recruitment, training  
& retention of  
qualified crew



### Commercial Management

Voyage planning, fuel,  
chartering & cost  
optimization




**We simplify ship operations so owners can focus on their business growth.**



# OJ SAFETY




Certified maintenance and servicing of life-saving and firefighting equipment are at the core of what we do.

## Life-Saving Equipment Services

-  Certified inspections, maintenance, and repairs of lifeboats, rescue boats, davits, and release mechanisms.
-  Load testing to ensure compliance with IMO MSC.402(96) and class/flag state regulations.
-  Efficient, on-site servicing to minimize downtime and maximize operational readiness.

We ensure compliance with MSC.402(96) standards, covering lifeboats, davits, load testing, and firefighting systems.

## Firefighting Systems and Equipment

-  Inspection, maintenance, and certification of fixed and portable firefighting systems, including CO2, foam, and water-mist systems
-  Servicing fire extinguishers, hoses, hydrants, and detection systems in full compliance with international standards.
-  Proactive safety management and fast response to keep your fleet safe and compliant.

**OJ Safety – Safety Beyond Standards**

# OJ PARTNERS

OJ Partners is **more than a logistics provider** - we connect people, ideas, and opportunities worldwide. With a commitment to seamless and tailored solutions, we make freight forwarding and cross-border trade simpler, smarter, and more efficient

## Comprehensive Services:



Freight forwarding  
(air, sea, and land)



Customs clearance



Warehousing and distribution

## Global Reach, Personalized Service

With trusted partners around the world, we ensure your cargo gets where it needs to be - anytime, anywhere.

## Solutions Built Around You

We take the time to understand your needs, providing tailored logistics solutions that make shipping simpler and more efficient.

**YOUR SUCCESS IS OUR SUCCESS:**

We prioritize customer satisfaction through flexibility and reliability.

# OJ TRAVEL

Your Trusted Partner in Marine Travel

## More Than Just Travel

With deep industry experience, we understand the unique challenges maritime professionals face. It's not just about booking trips - it's about ensuring every journey is smooth, stress-free, and efficient.



Flights  
(including  
marine fares)



Ground  
Transportation



Accommodation



Visa Process  
Support and  
Management



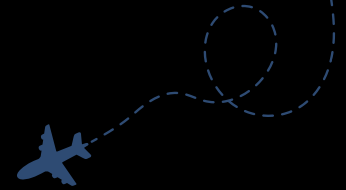
Business travel  
arrangements



24/7 Support for  
Travel-Related  
Services

## Committed to Every Detail

Our dedicated team goes the extra mile to make crew changes and marine travel seamless. From careful planning to smooth transitions, we're here to support you every step of the way.



# OUR CLIENTS

**DAMEN**

**RIX SHIPPING**



**NORD**



**Seatrade**



“

## 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.

## 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:

### Responsibility

to meet the commitments. We deliver what we promise.

### Effectiveness

to grow our business through operational excellence, effective solutions and flawless execution.

### Sustainability

to deliver trustworthiness in order to maintain lasting and sustainable relationship with partners, clients, employees and customers.

### Unity

to share a common vision, a common culture and common goals.

### Laborious

to hold on the highest standards possible in the way we work and always strive for excellence.

### Transparency

to display integrity in everything we do. We believe that business should be done in a fair, honest and transparent way.

## RESULT:

We seek to continuously increase our corporate value.

# 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

**B**est 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!**



# 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

# CORE STRENGTHS



Transparent and trustful partnership approach



Cost-saving solutions



Reliable partners around the globe



Integration of experience, knowledge and practise



Pool of well qualified and experienced candidates - Merchant & Offshore



Strong and dependable quality system



Individual approach to each Client



Exceptional Crew Management Experience



Wide range payroll options



Rational approach to HR resources



Streamlined communication 24/7



HR Managers with Marine & Offshore background

# ACCREDITATIONS

Transparent identity of OJ Crew company, professional culture & ethical working processes have been successfully adopted by OJ Crew business model from the very beginning. MLC 2006 certificate and LTSA 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.

## 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.

LET'S COLLABORATE AND DRIVE SUCCESS TOGETHER.

Reach out to us to explore how we can support your business needs.

WE LOOK FORWARD TO WORKING WITH YOU

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