Crew Training and Recruitment

Australian Superyacht Crew: pioneering superyacht crew training and recruitment in Australia

Company	Australian Superyacht Crew, sister company of Australian Superyachts
Role	Captain Richard Morris, Director
Period	2009 to about 2017
Services	Superyacht crew training, crew recruitment and placement, and senior and shore management recruitment
Reach	More than 100 yacht clients, from Australian charter yachts to some of the largest yachts in the world

Why it mattered

In 2009 Australians who wanted a superyacht career had to go overseas to train and to find work, and yachts visiting Australia had no local source of trained crew. Australian Superyacht Crew, of which Captain Richard Morris was a Director, pioneered superyacht crew training and recruitment in Australia, bringing professional training, recruitment and placement under one roof in Sydney.

The problems we solved

1. No professional superyacht training in Australia

The problem: Entry-level crew had to travel to Europe or the United States for the basic safety and service training the industry required.

What we did: Australian Superyacht Crew built a training school in Sydney: deckhand, steward and stewardess, chef cross-training and professional induction courses, with STCW safety training delivered with TAFE NSW so that graduates held certificates recognised in Australia. Its interior crew training was accredited to the Professional Yachting Association's G.U.E.S.T. standard, one of only twelve schools worldwide.

The result: Hundreds of Australians trained and placed in superyacht careers around the world.

2. Recruiting crew to an international standard

The problem: Yachts and managers needed crew they could trust, recruited and placed under the Maritime Labour Convention.

What we did: The company became a registered seafarer recruitment and placement service under the Maritime Labour Convention, built a candidate database of more than 10,000 crew, and opened recruiters and representatives in Sydney, the Gold Coast, Perth, Melbourne and South Africa.

The result: More than 100 yacht clients, from Australian charter yachts to the largest private yachts afloat.

3. Crewing some of the largest yachts in the world

The problem: A UAE based company, operator of some of the largest superyachts in the world, needed full crews for new and existing yachts of 117 to 141 metres.

What we did: Between 2012 and 2016 Australian Superyacht Crew recruited for the fleet, from deckhands and stewards to captains, chief engineers, officers, electro-technical officers, pursers and nurses, and took on full crewing of three of the largest yachts in the fleet.

The result: More than 100 superyacht crew placed with them.

4. Senior and shore management

The problem: Large yacht operators need more than crew: they need experienced people ashore and in senior roles.

What we did: The company recruited senior and management staff, including technical and safety superintendents, yacht accounts and coordination roles, and interior service management.

The result: Senior management placements with one of the Gulf's largest yacht operators.

Timeline

When	Where and what
2009	Australian Superyacht Crew established in Sydney
2010 to 2013	Training school, TAFE NSW partnership and PYA G.U.E.S.T. accreditation
2012 to 2016	Crew and management recruitment for UAE
2013	Registered under the Maritime Labour Convention
2015	More than 100 yacht clients; recruiters across Australia and in South Africa

What this shows

Training and recruiting superyacht crew taught us what good crew look like and what yachts need from them. It is the same understanding we bring today to crew visas, crew employment for the yachts we manage, and the safety systems those crews work under.