

It's a two way street, the questions you need to ask



Chloe Collet of YPI Crew looks at the questions you need to ask and the simple steps to signing up with a crew agency

The spring recruiting season is in full swing. As recruiters we will often be called upon for advice from our candidates with regards to their job search, the presentation of their CVs and other useful tips. Very rarely in a conversation does a candidate question the content of our terms of use and how their personal data is handled. Very often candidates just click the consent button that takes them to the desired registration page, installs the cookies and off they go!

Why enquire you may ask? Well terms do differ from one crew recruitment office to another, from one online platform to another and varies on each specific social media site too.

For example, a registered candidate on our website www.ypicrew.com can review what the registration process permits. We clearly indicate in our Terms of Use that a candidate authorises us to contact their referees. As a candidate seeking employment you must ensure that your listed referees are aware that you have listed them and that they will be contacted. Contactable referees must have a valid phone number or email address so a recruiter will not waste any time making contact. A reputable crew agency will follow-up on at least three reference contacts and thus be able to confirm a job-seeker's suitability for the position as advertised. Having valid referees will confirm the professional approach a candidate has towards their job hunt and place their CV on the top of the pile of available candidates. Recruiting is not just verifying references but it does paint a more complete picture for a recruiter in making the best match. If your past employers do not offer references, it is worthwhile to ask an academic referee, or a training or yachting industry provider's feedback. This could be someone from a school, university, maritime academy, provisioners or supply company.

Additionally, the information a job seeker lists on their CV needs to be true, accurate and not misleading. If there are blanks in your CV, discuss them with your recruiter so they do not disqualify you for an opportunity. If you took a year out to go travelling, to complete a new course, "took a break from yachting" or even had an unfortunate onboard experience in your last position, then let your recruiter know so they can advise you on how best to explain this on your CV in a positive and professional manner.

A reputable crew agency will follow-up on at least three reference contacts to confirm suitability

At YPI Crew our recruiters will not forward your CV for a position unless we have discussed the opportunity with you and have your agreement to present your profile. When registering with a variety of agencies do not hesitate to ask how the recruiters operate as this may not always be the case. Before registering, check the terms of use, not just the privacy or cookie policy and ensure your personal details are protected.

If you are seeking employment confidentially, it may be a good idea to steer clear of social media sites that can be accessed by all, including your current employer who may be surprised to see you are seeking employment elsewhere! If you are no longer available, let your recruiter know. Some agencies may continue to forward your details for other vacancies and this may compromise your current position.

Facebook job postings may offer a good alternative method of seeking employment. However, it should be noted that job scams do exist and you should be wary of any posts that contain unusual requests. As per the MLC 2006 regulations you should never be requested to pay any sums of money to secure employment nor work for free.

My final advice is to get to know your recruiter better so they get to know you better. There is no downside here, it will only help you in your career. It will bring you that much closer to securing your ideal position on the best yacht!