

### Admission Requirements

- > Onboard experience as Nautical or Technical Officer
- > Experienced Superintendent
- > Technical Assistants
- > Career Changers entering the role
- > English Level B1

### Course Language

- > English

### Application period

- > Until one week prior to course

### Program Duration

Three Modules

- > Every module consists of two days
- > Scheduled dates for each module can be obtained from the website: [www.hs-bremen.de/internet/de/forschung/einrichtungen/ifms/lehre/training/](http://www.hs-bremen.de/internet/de/forschung/einrichtungen/ifms/lehre/training/)

### Cost:

- > Module 1: EUR 1200,-- per participant
- > Module 2: EUR 1200,-- per participant
- > Module 3: EUR 1200,-- per participant
- > plus VAT

Accommodation and transportation to and from the venue excluded

### Venue:

Hochschule Bremen, Werderstr. 73, 28199 Bremen

### Application via:

by mail to: [nautik@hs-bremen.de](mailto:nautik@hs-bremen.de)

or

by phone: +49 (421) 5905-4600

(secretary nautical studies)

### Prospects

Delivered in partnership between The City University of Applied Sciences, Bremen and a number of seasoned and experienced representatives from the industry acting as lecturers. This course aims at the professional development of existing and prospective superintendents as well as co-workers in the technical and marine departments with ship management companies or ship owners.

The course focuses on both hard facts and requirements set by regulators for managing vessels today and soft factors required to bridge the gap between ship and shore in a multicultural, divers and worldwide operating environment.

### The course aims at

- > Technical Superintendents
- > Nautical or Marine Superintendents
- > Technical Assistants
- > HSEQ Managers
- > Prospective joiners of the shipping industry
- > Maritime administration and authorities
- > Maritime consultants
- > Maritime institutions

Hochschule Bremen  
Neustadtswall 30 • D-28199 Bremen

→ [www.hs-bremen.de](http://www.hs-bremen.de)

Hochschule Bremen  
City University of Applied Sciences



# Superintendent Course

Learn in three modules the basics of modern ship management and prepare to master the challenges of tomorrow.

Experienced lecturers from the industry teach existing and prospective Superintendents to survive in an ever changing culturally diverse environment.



## Module 1

### DAY 1

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**The influence of regulatory and statutory bodies in shipping** – an overview on the players and their roles

**The role of the Flag state**

**HSEQ – Health, Safety, Environment and Quality**

Governing rules and regulations influencing the day-to-day decision making process with the aim to make shipping safer and to protect the environment.

**Commercial aspects of shipping**

From vessel types, international trade, charter parties and other documents to the decision making process for the deployment of a vessel

### DAY 2

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**Technical management of a vessel**

The role of the superintendent, PMS, docking cycles, Repair & Maintenance, cost control, the role of the purchasing and insurance department

**The Human Element**

Crew and shore staff management and personal involvement in the day-to-day process

**Vessel and fleet performance monitoring**

Measuring and monitoring vessel performance, improving efficiency and optimizing the operation.

**Cost management, budgeting and reporting**

From revenue generation in ship management to OPEX control, budgeting and monitoring actual cost. From customer and bank requirements to proper reporting.

## Module 2

### DAY 1

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**Change management**

Change is inevitable in shipping – Everyone wants change, few want to change and even less want to lead the change.

Understanding change. How to deal with change on day-to-day basis. How to embrace the colleagues and the vessels.

**Cultural Awareness in shipping**

Managing and leading in different cultures with different languages – Understanding the importance of finding the right words, applying the right gestures to communicate, lead, build teams, motivate or organize meetings in different cultures

### DAY 2

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**Communication skills**

“One cannot not communicate”, verbal and non-verbal communication, empathy and respect, feedback and feedback culture

**Leadership**

Leading the pack – Superintendents have a management role: How to improve on communication, visibility, delegation, empathy, mentoring and coaching in shipping – ashore and onboard.

## Module 3

### DAY 1

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**Time management**

Different cultures – different times.

Email, today's time killer. Structuring your day, time management in teams, planning a project. Setting priorities.

**Efficiency in processes**

A process without a goal is no process.

The organization of processes, embracing vessels and customers, discovering strength and weaknesses of processes, planning and process documentation. How to deal with blockers, benchmarking and controlling.

### DAY 2

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**Project Management**

The basics of project management, how to initialize and manage a project. Planning and controlling the project, finalizing a project and continuous improvement thereafter.

**Balanced Scorecard and KPIs**

Fundamentals of Balanced scorecards and KPIs. Forming a strategy, setting realistic goals and targets. KPIs are not the strategy, benchmarking and its limits