



HILL ROBINSON

YACHT MANAGEMENT CONSULTANTS

2011



NEW AND IMPROVED CREW SERVICES

FROM THE DEDICATED YACHT MANAGEMENT COMPANY

CREW SELECTION AND RECRUITMENT

Are you a yacht captain or a crew member looking for a new job where you will be a valued team player and treated with respect? Are you looking for a serious career in the industry? Or perhaps you already work on a HILL ROBINSON yacht and you'd like a better understanding of what we do for you or how we can help with your career when you are ready to move on.

If so, read on...

HILL ROBINSON is one of the industry's leading independent yacht management companies. We don't do brokerage. We just manage yachts. We are here to provide the best possible support for our captains and crew to enable them to run their yacht to the highest possible standards of safety, security and service. This applies as much to private yachts as it does to commercial charter vessels; as much to a 24 metre yacht as to a 100 metre superyacht. Our clients deserve the best and we make every effort to ensure that is what we and the yachts in our fleet deliver. So if you want the best, perhaps we can help...

When vacancies arise within our fleet we are always looking for the very best candidate. If we have a known candidate, especially one that has previously worked in the fleet, then we are very happy to place them. This provides career motivation for strong candidates to stay with one of the most professional and dedicated management houses in the yachting industry. We value highly the skills and dedication of the crew on our yachts and encourage each crew member in our fleet to remain with us over the long term as their career develops.

If you are not already on one, we look forward to placing you on a HILL ROBINSON Fleet yacht soon!

To help you find a great position within the HILL ROBINSON fleet, register now at:
www.hrcrew.biz



When a position comes up, we will review your experience and qualifications against the job requirements. We make sure that you meet the needs of the owner and the yacht as well as checking that your qualifications are acceptable for the Flag State Manning requirements. We'll organise interviews and co-ordinate travel as necessary. Preliminary interviews may be held at our offices in Antibes or Fort Lauderdale.

Once you have been accepted for the position, we:

- Make sure you have clear details of the position - pay, leave, repatriation etc.
- Co-ordinate arrangement to join the yacht
- Assist with visas and medical appointments if required
- Ensure you are immediately familiarised on board
- Arrange training where necessary
- Offer career guidance within the fleet

For many of the yachts in our fleet we also handle Crew Payroll Administration (see over), so you will be correctly employed by a non EU company (Guernsey) and, subject to owner funds, paid in a timely manner each month.



“This is my third placement within the Hill Robinson fleet. It is good to know that when I am looking for a position they will do all they can to help me. Equally, the owner can be assured that they really do know the candidate being put forward.”

Michelle Reid, Chief Stewardess

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As the yacht’s manager HILL ROBINSON is already responsible to the owner for the on board management and the team employed. All must be run according to an approved running costs budget. This means we have clear motivation

to match the right crew to the right position for each individual yacht. Crew turnover is the bane of every owner and captain’s life and the more attention paid at the recruitment stage, the more it is likely to be a successful and long term

placement. And that means for the new crew member as well as the owner and captain.

An efficient and successful yacht is dependent on having the right crew.

CREW PAYROLL AND ADMINISTRATION

HILL ROBINSON’S crew payroll administration service was introduced in response to increased legislation in recent years. For most EU or US owners, having a dedicated company to take care of crew employment gives peace of mind. Equally for crew it is better to have a specialised crew employment company providing correct employment contracts, timely payroll transfers and ensuring every aspect of their employment is handled properly.

- Yachts registered in the EU or Isle of Man
- Yachts that are owned by an EU or Isle of Man company
- The Beneficial Owner is based in the US, EU or Isle of Man
- Crew who are normally resident in the US*, EU or Isle of Man
*IRS withholding is legally required after 3 months in the US or if \$3,000 is earned while inside the US.

By using HILL ROBINSON Crew Payroll Administration services, crew will be employed by a dedicated crew employment services company based in Guernsey. They will be issued with new Flag State approved employment contracts and their payroll transfers will all be made from their employer’s bank account in Guernsey.

This will ensure that the crew are legitimately employed and paid by a non US, EU or Isle of Man company. The Guernsey employer will provide:

- Employment offer letter
- Contract
- Monthly payroll transfer
- Monthly payslip



In addition, changes to legislation on social charges and manning arrangements for EU vessels have been implemented (EU Regulation 3646/09). This legislation, which concerns all the countries in the EEA (European Economic Area) and could ultimately affect all yachts and their crew, applies to any yacht meeting any of the following criteria:



For crew vacancies please visit:
www.hrcrew.biz

to register and apply for any of the positions advertised.

For general enquires, please email:
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For crew payroll enquires, please email:
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