

BOREAS

2017 – 2019

Our past, our present, our
vision for the future



Website	www.boreasmaritime.com www.boreastunnelling.com www.boreasdredging.com
Phone number	+31 183 820 320
Industries	Maritime, dredging, towing & anchorhandling, offshore, renewables and tunnelling
Company size	250+ employees
Founded	2017
Specialties	Crewing & staffing, project management, payrolling, training and deliveries
Headquarters	Kolk 42, 4241 TJ Arkel, the Netherlands
Regional office and agents	Jakarta, Indonesia Mumbai, India Ras al-Khaimah, UAE Singapore Lagos, Nigeria Marseille, France

Ambition

About Boreas

Welcome to the first edition of the Boreas Magazine, where we look back on our first exciting and dynamic two years of existence.

Boreas, the Greek God of the Northern wind which brings fresh winds and that is exactly what Boreas would like to achieve, a fresh look and approach in our industry. Boreas is a global maritime, dredging, offshore and tunnelling personnel agency, founded on the principle of delivering the highest possible level of service for its customers and employees.

Boreas was established by seasoned and passionate professionals, with decades of experience in the maritime, dredging and tunnelling industries. CEO Harrie van der Steldt and Operations Director Pascal Bounin are the main drivers behind Boreas, both with decades of experience in crew management, recruitment, ISM, payrolling, tunnelling projects and staffing. Their combined experience has shaped Boreas' ethos of prioritizing the needs of its customers above all else. Our motto "Let's team up and let us work for you" is always central in the way we do business.

Since the start-up in 2017, Boreas has provided crew to a number of clients and also full crew management for clients in Asia, Europe and Africa, provided full dredging crew for a new build cutter dredger in the UAE and supplied full crew within the scope of the Dutch Dredging CBA on two THSDs (Trailer Hopper Suction Dredgers) operating in the Netherlands. As a result of these first successful years, our clients put their trust in us to provide crew for both long-term and ad-hoc vacancies.

We hope you enjoy this magazine and we look forward to teaming up to solve your staffing and crewing challenges.

Board of Boreas, Harrie van der Steldt and Pascal Bounin

Contents

- 6. The driving force behind Boreas
- 10. Our team
- 18. Our client is number 1
- 20. Our services
- 21. Our sectors
- 22. Pascal Bounin on a life aboard
- 26. Dredging and equipment
- 30. Interview Daniel Yebra
- 32. Interview Bauke H. Triemstra
- 34. Interview Ton van den Berg
- 36. Boreas news
- 40. Boreas timeline
- 43. Vacancies





The driving force behind Boreas

"Companies are looking for flexibility and that creates opportunities for us. Today, everyone in the market is struggling", both Harrie van der Steldt and Pascal Bounin observe, "and that is where the today's challenges lies".

With six offices and agents across multiple continents, Boreas has become a global player in the field of crewing and staffing in the maritime, dredging and tunnelling industries. Today, more than 250 Boreas employees work on a variety of projects worldwide.

At the headquarters in Arkel, we speak with Harrie van der Steldt, CEO and owner, and Pascal Bounin, Operations Director and co-owner of Boreas to better understand these driving forces behind the company.

Harrie has worked for decades in the dredging, tunnelling and crewing & staffing industry and Pascal in the Offshore, dredging and maritime industry, originally as a seafarer and later as a crew coordinator, so there is no lack of experience in the Boreas management team. They talk about their career, the industry and how this industry is evolving.



Who is Pascal Bounin?



As Operations Director, Pascal Bounin is responsible for the commercial and operational activities within Boreas and manages the six offices and agents across the globe.

Pascal started his career in the maritime industry on board: "I started from the ground up all the way to captain and chief engineer roaming the world in the meantime. After 15 years, I decided to work onshore," explains Bounin. Thereafter he took care of group crewing at corporate level, living in Abu Dhabi, Dubai and Singapore. Since 2016 Pascal has moved back to his native country, the Netherlands" It took some getting used to, being back in the relative calm environment of the Netherlands" laughs Pascal. "I am someone who needs to be continuously triggered. My character is such that I need to have a diversity of activities."

With the emergence of Boreas, a dream came true for Pascal, who is now a co-owner of a maritime agency and has daily involvement with two of his passions: shipping and people.

Who is Harrie van der Steldt?

Harrie van der Steldt, as CEO, is generally responsible within Boreas.



Recruiting and selecting seafarers has been my thing for years, started in the dredging industry and later as co-owner of IPS agency and through various other companies is now again, together with Pascal, creating a breath of fresh air within the agency Industry.

"In my view it is not at all that difficult", no complicated IT systems, no need for corporate structure but just the right man in the right place. In our industry you have to know exactly who is available, what the culture of your client is, which type of vessel, who can do what and what he or she cannot do".

Running or stand still in an interesting market, but as we have known for a long time, the entire maritime sector has been under pressure for some time. It's a difficult market, but where there is a lot of movement, we can help and unburden customers. Our customers are looking for flexibility and that creates opportunities for us because that is precisely our business.

Since its founding, Boreas has acquired a good market through its fresh approach and many customers both nationally and internationally know how to find us. In order to continue to meet the growing demand, we are always looking for new markets and we are constantly hiring.

Why do customers need Boreas?

Harrie explains that the maritime industry is all about networking, expertise and listening to the customer. In the good years, customers kept calling that they needed staff. The sky was the limit in our industry, but that is now different in 2019. In our view and to serve the customer optimally, it is necessary to be smarter and more active than the competing colleagues. We must think along with our customers, be proactive instead of reactive and do a little bit more. The overall picture makes the difference“.

In the end we all fish in the same pond, but the combination of speed - price and knowledge makes the big difference.

Right skills

“As stated earlier, we at Boreas are slightly different and we really must keep working and thinking that way. Continuously strengthen the connection between the crew and the customer, while also continuing to listen to our customers”, says Pascal. In the maritime industry there is always a shortage of qualified people where the technical side remains a challenge. We try to meet that demand by recruiting and training people. People can continue to make a difference. It still stands or falls with the right person, with the right skills in the right place and all with a competitive price. Even though out of the total costs that are made in the world of oil and gas, the cost of personnel is just a drop in the ocean. The impact by the staff on costs can be huge. So, we continue to enter discussions with our customers to find the right competencies.

Our team



CEO
& co-owner

Harrie
van der Steldt



Operations Director
& co-owner

Pascal
Bounin



Marketing & ICT Manager
& co-owner

Julia
van der Steldt - Lovett



Senior Account Manager

Eric
Nijman



Manager Back Office & Sales
Support

Corinne
Kesteloo



Executive Secretary

Sherida

Den Toom



Account Manager

Jorn

Van Loon



Captain, Delivery specialist &
Regional Manager
Singapore

Richard

Leistra



HR Consultant

Peter
Tijmes



Area Representative

Robert
Jonk



Regional Manager
India

Kevin
Dias



Crewing Manager
office Jakarta

Franky
Rorong



PRES.DIR.
office Jakarta

Ibu Poppy
Latuihamallo



Source: DP2 shallow draft MPSV "Nora B" / Zumaia Offshore



Source: TSHD "Mahaa Jarrafu" / MTCC



Our client is number 1

We provide services to several worldwide known & reputable clients.

In an everchanging industry we maintain partnership with clients and offices that traces back to the beginning of the company and will be done on a continuous basis in order to provide the highest possible level of service for our customers, which is reflected in our mission, vision and values.

As a recognition of our hard work and individual approach philosophy we are proud that we can serve more than 46 clients across the globe since our start in 2017!

Example projects

1. Full crewing of a Hopper dredger operating in South East Asia where training of local crew is one of the biggest achievements since the start in 2017;
2. Full crewing of 2 Hopper dredgers operating in the Netherlands where key crew employed by our client and flexible crew employed by Boreas Dredging. Complete crew payroll is prepared through by Boreas Dredging entity following compulsory CBA for the Dredging Industry;
3. Full crewing of 5 multicats of which 2 are DP2 fitted and operating in both West Africa and Europe;
4. Providing of OIM, Project manager and riggers for a major conversion project taken place in Europe and scheduled to continue up to 2026;
5. Providing of QC staff for the renewable industry where fabrications of offshore related equipment and constructions are being monitored, location Asia;
6. Providing training masters in Canada for training local crew on board various vessel types;
7. Providing full crew for new Cutter Dredgers in Middle East;
8. Recruitment process completed for Port manager position for Salvage company.

Our services

Crewing & staffing

Meet your crewing and staffing demands with our pool of experienced consultants. We take care of flag state endorsements, work permits, crew planning, flights, visas and more.

Project management

We have a range of experts in our pool with project experience in our disciplines. Our experts can assist you with project management or work with you throughout the project duration.

Payrolling

We can Payroll all nationalities we know many different CBAs (including the Dutch Dredging CBA - Waterbouw CAO) and have experience in international tax issues and insurances worldwide.

Training

Our experienced personnel can train and teach your own staff to operate your vessel. Our personnel had experience working with mixed nationality crews and have worked globally in a range of conditions.

Deliveries

We can organise delivery of your vessel to any location in the world. On a lump sum, all-inclusive basis or basis of crewing only.

Nationalities

We offer single specialists or complete crews from a range of nationalities. From the Netherlands, Western Europe, Baltic states, Ukraine, Russia, Nigeria, the Philippines, India and Indonesia.

Our sectors

Dredging

We supply personnel for all types of dredgers, TSHD, CSD, Bucket dredgers, booster stations, crane barges and backhoe dredgers. Also for land-based sand fill foreman, heavy duty equipment operators and technical maintenance. Hydrographic surveyors, survey boat operation as well as site and project managers.

Renewables

We can supply your personnel for windmill foundation and installation, as well as personnel for your jack-up including barge foremen, jacking engineer, deck foreman and crane operator for all different types of cranes.

Tunnelling

We supply personnel active as TBM operation & assembly, Horizontal directional drilling and micro tunnelling and Conventional tunnelling.

Offshore

In our pool we have personnel for your SSDU, AHTS and crane barge. Specialist experienced crew that can operate your vessel including but not limited to: VLCC - FPSO and FSO.

Towing & Anchor Handling

We supply competent personnel for all your towing operations. We can also supply competent personnel with fast sailing experiences on tractor-, ASD-, conventional-, and rotor tugs, as well as anchor handling in shallow and deep water. Our pool contains DP officers and masters in all niches where any position on board a multicat and/or workboats lies fully within our scope and pool of competent personnel.

Column

Pascal Bounin about a life aboard

“The life on board a ship is really a unique and unforgettable experience, very difficult to compare to a land job” says Pascal Bounin.

Few jobs offer the chance to see so many places in the world, exotic views and meet so many people from various nationalities. Obviously, after such experience, you’ll become a well-rounded and worldly person, and get a better understanding about global problems, people from around the world and their culture and way of life. Nevertheless, it must be considered that this activity connotes some problems and difficulties, to which young seafarers must pay attention and be aware of.

The typical seafarer must always remain calm and composed and not disposed to panic in the case of for example engine failure, adverse climatological conditions or even severe storms. Likewise, working days are very extensive (average 12 hours a day and 7 days a week) and shifts can be irregular.

Finally, this sort of job means long periods in extreme confinement and away from home, friends and relationships. These conditions can be really stressing as I have encountered myself during my 15 years at sea. In order to prevent possible doubts and uncertainties, we are going to expose some essential aspects of the life on board.

Day-to-Day routine on a vessel

First, living and working onboard of any vessel presents a series of particularities that must be taken into account by any person interested in this sector. The day to day on board varies from rank – vessel type and area of sailing however each seafarer will have duties – drills – inspections – fun and great colleagues which will result in never a dull moment!

Accommodation – Cabins

In general, we can say that the cabins are of such a size that you can compare them with a normal sleeping room in a random house. The beds are bunk style. The sheets, blankets and pillow are provided by the owner as well as a refrigerator – TV and other electronic devices. The crew are responsible for the daily care, cleanliness and proper maintenance of the cabins and shared rooms. Over the past years especially when MLC 2006 was implemented the authorities of the ship's flag.

regularly inspect the vessel which will always include the cabins and other accommodation parts in order to ensure that rules and regulations are adhered to. Also, here we must consider that the successful operation of the ship depends on cooperation of all the members of the crew. The possible individual differences require changes in the lifestyles and a high team spirit. Issues such as order and cleanness, being smoker or non-smoker, nightlife, etc, must be solved friendly.

International working environment

Due to the international character the crew on board has real international flavour. All Nationalities from across the globe can be found on board. Respect for other cultures and behaviours are an absolute must and as English is the main language on board each seafarer must be able to speak and write the English language.

Possible expenses

In general life on board is free except for the money you possible could spend when you go ashore, other spending's could be on the so-called bonded stores. In general, on monthly basis the expenses will be limited where saving of salary is common practice.

Drugs and Alcohol

Both drugs and alcohol are completely prohibited on board any vessel and it is an absolute rule that both are being banned onboard, each vessel owner / company will have a so-called D&A policy which prohibited to use any of them. Please keep in mind that both alcohol and drugs are not being used in many countries even though it could be normal in your country of residence.

Shore leave

When you are moored alongside in a port there will be often room for shore leave. Although the time in a port is always kept to a minimum shore leave will be granted whenever possible.

During your seafarer career there will be multiple occasions to see the places. Port visits will make your life as seafarer more attractive which will make you the well-rounded and worldly person.

Safety and general emergency training and drills

As the life on board of a ship is the same as a small community, safety is always important and a priority. The same as onshore also offshore any government – flag state authority will audit the vessel on regular basis. Each seafarer will encounter during his career numerous fire drills, man overboard drills, piracy drills etc. to ensure that in a real situation the crew as a whole act as one team and that any emergency can be solved in a safe and correct manner. We must keep in mind that every crew member has his or her own role and responsibility in any type of emergency on board!



Source: THSD "Marinus G" / Gebr. van der Lee

Facts about dredging plant and equipment

A simple question that leads to a complex answer. Dredging has existed at least as far back as the Romans. It all started with shovelling out a ditch to make it wider and moved on to digging out a river. Fast forwarding to the late 20th century, dredging has evolved and became even more complex, and more necessary as the backbone of economic growth. Dredging machines are involved in port development, urban expansion, beach replenishment, coastal protection, flood protection, energy exploration and production, mining and environmental remediation and improvement. The magnitude of earthmoving's and the kinds of machinery demanded by these activities have caused a surge of re-search and development and resulted in highly specialized, innovative equipment dedicated to specific projects.



Why is dredging equipment so specialized?

A particular project is influenced by the quantity and type of soil or rock that is present, where it is located and where it may have to be relocated or placed. Weather conditions and the accessibility of the site, such as depth or width, and environmental issues such as marine habitats, their flora and fauna and contamination must be considered. No single type of dredger is suited for every project.

What are the most common types of dredgers used today?

Trailing Suction Hopper Dredgers (TSHDs), Cutter Suction Dredgers (CSDs) and Backhoe Dredgers (BHDs) are

probably the most common workhorses of the industry. Recently assembled data from 2010 identifies a total of 1481 vessels as active internationally, comprising 604 TSHDs, 565 CSDs, and 311 BHDs. Since the early 1960s, dredging vessels have evolved to be more powerful, with greater tonnage-carrying capacity and the ability to achieve greater dredging depths. These developments go parallel with ever more environmental friendly work methods. All this progress is a response to the increased demand of the projects and their economies. In addition to the huge increase in the number of newly built ships, technology advances have also been generated,

reflecting the enormous advances that have been made worldwide in technology, such as in GPS, echo-sounders, position and control sensors and other highly accurate means of excavating and computer-controlled operations.

What are Hydraulic/ Mechanical Dredgers?

Cutter Suction Dredgers are the most common vessels in this category. Cutters (CSDs) have the ability to dredge nearly all kinds of soils (sand, clay, rock), but since they operate in “quasi-stationary” mode, they are particularly vulnerable when working in shipping channels and also weather, waves and rough seas. They are also self-loading

when trailing and self-unloading or – discharging, and thus also suitable for work in shipping channels. Generally speaking, they dredge “non-rock type” soils. The dredging cycle of a TSHD begins with loading at the dredging or borrow area, then sailing (loaded) to the unloading area, unloading via bottom opening doors or by pumping and then sailing (empty) back to the dredging area. The carrying capacity in the hopper is restricted either by volume (hopper is full) or by weight (the maximum draught). Production may vary as a result of the soil characteristics and hydraulic conditions; available propulsion power, the size and weight of the drag head; the

keel clearance when the ship is loaded; the dredging depth; and the pumping distance. Trailing suction hopper dredgers vary dramatically in size and the capacity of their hoppers.

What are the main characteristics of trailing section hopper dredgers?

The main characteristics of TSHDs are that they are free sailing and self-propelled, seagoing or inland waterway vessels, which are stable and thus relatively insensitive to weather and rough seas. They are also self-loading when trailing and self-unloading or – discharging, and thus also suitable for work in shipping channels. Generally speaking, they dredge “non-rock type”

soils. Dredging cycle of a TSHD begins with loading at the dredging or borrow area, the sailing (loaded) to the unloading area, unloading via bottom opening doors or by pumping and then sailing (empty) back to the dredging area.

The carrying capacity in the hopper is restricted either by volume (hopper is full) or by weight (the maximum draught). Production may vary as a result of the soil characteristics and hydraulic conditions; available propulsion power, the size and weight of the drag head; the keel clearance when the ship is loaded; the dredging depth; and the pumping distance. Trailing suction hopper

dredgers vary dramatically in size and the capacity of their hoppers.

What other types of hydraulic dredgers are there?

Another type of hydraulic dredger is the Suction Dredger (SD). Amongst the SDs are the plain suction dredger; the stationary hopper dredger, the dustpan dredger and the barge unloading dredger. In case of the SD, dredging is done by the suction of free running material like sand, and jet water is used for dislodging and fluidizing material. A deep suction pit is necessary. In the case of a stationary dredger, the suction arm does not swing, but only intermittently moves forward.

What are mechanical dredgers?

Mechanical dredgers are in essence similar to dry land excavators. They include Grab or Clamshell dredgers, Backhoes and Bucket Ladder Dredgers. They usually have no hoppers but discharge into barges which then bring the sediment to the appropriate disposal site. Occasionally a Grab Dredger will have its own hopper within the vessel hold, and will have to travel to the placement site to discharge its cargo as does a TSHD.

What are the characteristics of a Grab Dredger?

A Grab Dredger (GB) can be attached to a normal grab crane on a pontoon or on specially built pontoon (with

spuds) with fixed grab-crane on rotating table. Small GBs are often used for areas that are difficult to access, in shallow waters, and also for construction works for shore and bank protection. Material dredged by a grab is loaded into barges and transported to deposit sites. They are suitable for non-rock types of soil and for debris and vegetation, but they are generally unsuitable for creating an even bed.

What are the features of the Backhoe or Hydraulic Excavator?

A normal Backhoe (BHD) is located on a flat-top pontoon or, for larger sizes, a specially built pontoon (with spuds) with fixed excavator is attached to a rotating table. A reasonable cutting force can be generated making the BHD suitable for "non-rock" type soils with stones, blasted rock

and for precision dredging. The dredged material is then loaded into barges for transport to a disposal site. It is also possible to fit different types of Buckets, Sticks and Booms on the arm of a Backhoe, and to position them with spuds. The advantages of the hydraulic excavator is that whilst the Bucket or Backhoe is less suitable for strong rocks or large boulders, it is suited to precision dredging along quay walls, slope dredging, and the removal of debris or vegetation.

What are some other types of Mechanical Dredging Equipment?

There are a few other types of mechanical dredgers that are used less frequently: The

Bucket Ladder Dredger (BLD), the dipper dredger, the rock breaker and the plough or bottom leveler. The Bucket Ladder Dredger was once the mainstay of the dredging fleet, but has long been outpaced by newer TSHDs and CSDs. Still, the BLD is reasonably economical for mixed materials. It works by a revolving chain of buckets, swings even as a Cutter Suction Dredger, with no spuds, but rather position-fixed by wires. At the highest point of the chain the buckets turn upside down to discharge the dredged material into barges. The dipper dredger is rather like a powered shovel and is mounted on a barge. The shovel empties through the bottom as it discharges into a barge. Dippers come in all

sizes. They are particularly suited for dredging boulders and stiff clays.

What other types of Dredging Equipment are in use?

Large dredging vessels are also supported by a variety of water-based equipment, such as previously mentioned barges, work boats and launches, anchor pontoons, floating line pontoons and booster pumping stations. Other equipment includes multicats and survey launches, floating pipeline pontoons and rubber floating pipelines, conveyor belts for transport as well some land-based equipment.



Name: Daniel Yebra

Born in: Spain

Position: Captain

How long have you been a seafarer and how was your own career path?

I started as a cadet on board tankers back in 2006. In 2010, I started working on the offshore industry on board a German fleet of AHTS. To present, I have had the chance of experiencing other vessels such as seismic, PSV, Construction vessel and finally the workboats and shallow draft vessels.

Did you encounter any huge changes in the market over the past years?

The oil crisis of 2014-16 was a breaking point in the Offshore industry and was a sudden stop to the professional progression of many seafarers including myself. Over the past years, working conditions are different. Contracts are more on a day to day basis or for the duration of the charter. Obviously, salaries have also dropped. From a management point of view, Companies try to run more efficiently. So far, when serious things have been brought up, there has been a positive approach to any issue. This means that safety still is a priority in the Companies I have worked in.

What are in your opinion the biggest differences between present and past on board?

I feel old with this question Boreas! I have a big feminine side and you should never make questions that can directly be targeted as "you are getting old". Jajajaja. The first tankers I worked were totally internet free. No internet for the crew. Anchor watches could be very boring. So boring that reading SOLAS, ISM Code, SMS of the Company and many other publications were an alternative to boredom. I still remember back in 2009, I made the "weekly call" to my partner and she told me that Michael Jackson had died. My reply was I don't spend 1\$ per minute to know about the world. For some strange reason, that was a very short call. I think she got angry! I give for granted internet nowadays, everybody has access to the apps they want to use and I manage to see my new born daughter every day via photos or if there is not much internet traffic through video. On the negative side, there was more chatting between the crew than nowadays. On the workboats you get the same atmosphere as in the "old days" where being a small crew you get more in contact.

Why would you encourage others to start a seaman's life as well?

Working at sea is something unique. From a "material" point of view, depending on the maritime sector you work you get the same amount of time of holidays and of work, you don't spend any money on board and you save money. This means you have 6 months a year of holidays to do what you want with the saved money (you can see I was good in maths!). The side that takes longer to see is the learning you will gain. You will learn to stand up by yourself, there will be days you are tired or sad and you will have to learn to cope with. You will meet many people from many nationalities and this will broaden your way of thinking. There will be "mental" people on board but you will also find great colleagues that are a reference in life and can mentor you up. All these experiences will definitely sharpen your character and exactly this is something you can take with you everywhere. Finally and most romantic (some Shakespeare drama!), you will admire in your retina the nicest images of sunrises, sunsets and see the sea in all the colours and shapes.

Can you describe a typical day on board?

There is no traffic jam to work so that can't be the excuse to arrive late! I will be having a coffee just before 7 and read the emails if any have arrived. The OOW will hand the watch and when driving the vessel, the AB will have a small meeting to see what is going on on deck (operation, maintenance etc) If we are in operations it will be time to sit down and drive the vessel. Reading the emails is a very important function which I do having the coffee. I like meeting with the AB on watch so we have a chat as to what works will be done and where the ABs hand are needed. After, the cook will come and tell you that a food order needs to be placed. He will bring you an initial list. After the initial list, he will surely come again saying if it is too late to include something else! 6 hours will fly and it will be lunch. Yes, the cook will ask to add something else when he sees you. After lunch, the best is waiting, reply to the emails you have checked earlier on. If it is towards the end of month, one of them will be from support@boreasmartime.com asking for the rest hours and cash advance. Maybe they know we tend to forget. It will be time for a siesta. After siesta, there will be time to chat with some colleagues and prepare some other jobs I like doing. The smell of food will appear and it will be 18:30, time to eat and go back to the bridge again, sit down and work again!



Name: Bauke H. Triemstra

Born in: The Netherlands

Position: Captain on multipurpose shallow draft workboats

How long have you been a seafarer?

I have been a seafarer for almost 12 years now.

Did you encounter any huge changes in the market over the past years?

The market is and has always been very volatile with big ups and downs but never boring.

What are in your opinion the biggest differences between the present and the past on board?

In my opinion the biggest difference are the projects some years ago. The projects were mostly dredging and construction. Now most projects are Energy related.

Why would you encourage others to start a seaman's life as well?

The seaman's life is not for everybody, it is hard but rewarding and next to being responsible for a multi-million euro piece of equipment, you are also responsible for the crew well-being. For me the responsibility's, connections you build up all over the world and the energy I get from doing my work makes it a job I can't live without. Not to forget that my office had the best view in the world that changes every day.

Can you describe a typical day on board?

There is no typical day onboard . Everyday is different and full of surprises. The weather, the tasks to perform and the ingenuity required to get things done. Without that I would get bored and would not be able to keep doing what I do.

Why Boreas?

I am a bit of a workaholic, because of that I am what I call an agency hopper. Most agency's don't let me work as much as I want. I hop from one agency to the other and try not to create any hard feelings between any of the agency's that give me work. Boreas is the agency I work for at the moment. They help me whenever I have questions or when I have the need to just talk in my own language not work related. I like this personal touch very much.



Name: Ton van den Berg
Born in: The Netherlands
Position: Chief engineer

How long have you been a seafarer?

I have been a seafarer since 1993. I took the course SWTK in Rotterdam and became apprentice on various coasters. Later I came to work on a coaster where I worked for about 15 years. When this ship was sold I went to work on different kind of ships such as dredgers, oil tankers, DP2 vessels , anchorhandling and towing vessels.

Did you encounter any huge changes in the market over the past years?

Over the last years the communication really has improved. WIFI is available on almost every ship. Also the resting hours and safety is much more strict then before. This is really positive for us.

What are in your opinion the biggest differences between the present and the past on board?

One of the differences on board is that there is zero tolerance with regards to alcohol on board. Also, the paperwork had increased a lot compared to years ago which consumes much time. The past years there is almost no time to go onshore and do something because of the lack of time.

Why would you encourage others to start a seaman's life as well?

To encourage others starting a seaman's life as well is very difficult. It is hard work and young people hardly get a ship for apprentice. If you are very motivated and love freedom then you could have the time of your life. Most likely I will sail as an engineer even after my pension. My work is my hobby and I love it.

Can you describe a typical day on board?

A typical day on board is something I can't explain. Every day I have different jobs to do and anything can happen.

Boreas announces Dredging

In Q2 2019 Boreas Maritime announced the launch of a new business division dedicated to providing solutions to the Dredging Industry.

Boreas Dredging BV operating as a trade name under Dutch-entity Boreas Holding , will specialize in providing staff and project management for Dredging related project where as per Dutch law the CBA, Waterbouw CAO, is applicable. The Collective Labor Agreement for dredging applies to employers of companies that fall within the scope of this Collective Labor Agreement.

There are two collective labor agreements in the dredging industry. One concerns the wage and employment conditions and one concerns the Own Regulations (BTER) industry. These collective agreements apply in the Netherlands and on the Dutch Continental Shelf. The collective labor agreement (cao) Waterbouw is a written agreement in which agreements are made about wage and employment conditions. The CBA Waterbouw is concluded by social partners, namely: the employers' organization, the Waterbouwers' Association and the employees' organizations, FNV Waterbouw and CNV Vakmensen. Both collective agreements are traditionally declared generally binding to restrict competition on terms of employment for Dutch companies operating in Dutch waters and or the Continental Shelf.

Boreas announces Tunnelling

In August Q3 2018 Boreas Maritime announced the launch of a new business division dedicated to providing solutions to the tunnelling industry.

Boreas Tunnelling, operating as a trade name under Dutch-entity Boreas Holding , will specialize in providing staff and project management for tunnel projects around the world.

The new division of Boreas Maritime will extend the company's mission of providing best-in-class services into new markets outside of, and in addition to, its existing maritime business.

As worldwide new tunnelling projects are being initiated and executed Boreas Tunnelling has achieved in its short existence to provide crew and staff for various projects worldwide. Boreas Tunnelling is a full-service staffing agency dedicated to solving challenges within the tunnelling industry. From staffing to project management, payroll to recruitment, the experienced team of industry experts are standing by 24/7 to provide support and solutions to customers.



Boreas Maritime partners with Le Mole Sarl

In Q4 2019 Boreas Maritime BV has intensified the already existing partnership with Le Mole Sarl, Marseille, France.

This partnership ensures a local presence through the Africa region which ensures Boreas Maritime can provide a total package throughout West Africa, whilst continuing the company's mission of ensuring the highest level of customer service.

From 2011, as French representative, Le Mole Sarl is part of Pelican Marine Services crew management network with a great focus on the oil & gas industry in West and North Africa. Network consists of experienced teams of professionals working out of offices based on various locations in Africa.

Both Boreas Maritime and Le Mole Sarl are ready to provide our common customers with STCW qualified crew from Africa on every location needed throughout the continent.

broere vliegpassages bv

... vertrouwd en vakkundig!



Broere Vliegpassages

Kolenbranderstraat 20 E

2984 AT Ridderkerk

+31 (0)78 69 20 722

business@broerevliegpassages.nl

www.broerevliegpassages.nl



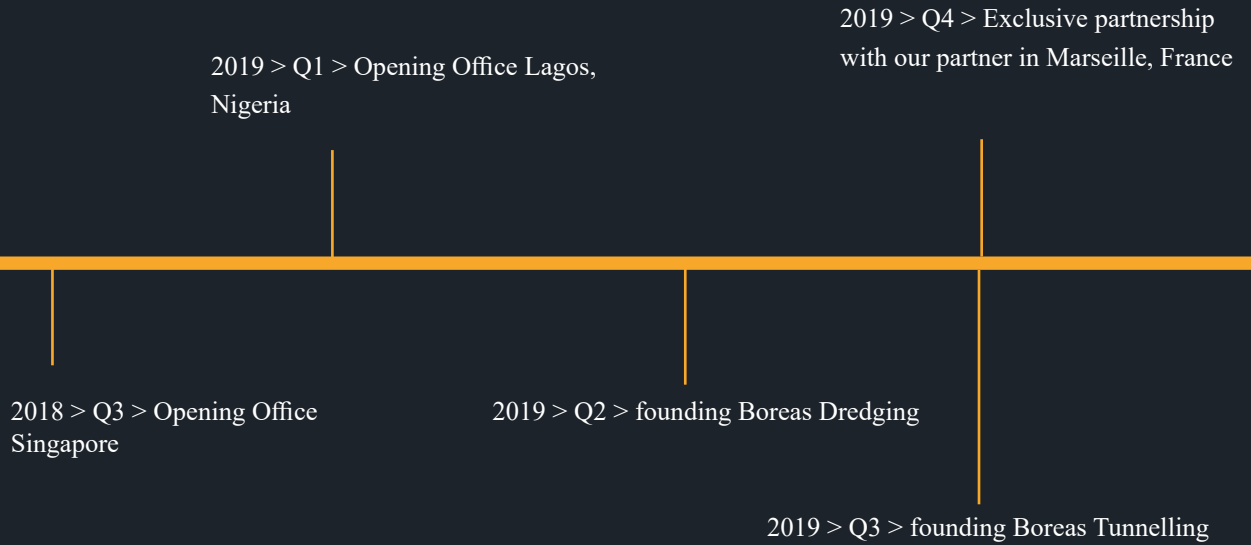
www.vanderlovett.com

2018 > April Start Pascal
Bounin / Operations Director

2017 > Q1 > Founding Boreas Maritime

2017 > Q1 > Opening Office Jakarta,
Indonesia

2018 > Q2 > Opening Office
Mumbai, India



Never miss a vacancy - subscribe for our updates on our website today:

www.boreasmaritime.com
www.boreasdredging.com
www.boreastunnelling.com

If you are interested in this or you know someone who might be interested do, please send us your CV and or send contact details by email to

CV@boreasmaritime.com

For any questions send us an email

team@boreasmaritime.com

or by phone via

+31 (0) 183 820 320

Maritime

Master and Officers

Chief Engineers and 2nd Engineers

Able Seaman, Oilers and Welders

All with both extensive offshore support, anchor handling and towing experience

Tunnelling

Tunnelling personnel with extensive experience on all types of TBM's, drilling and blasting, HDD drives and tunnel project side related work

Offshore

QC and welding inspectors with extensive experiences with both welding and painting in the Offshore wind industry

Dredging

Experienced dredging crew for all types of dredgers in all ranks





**DE SPECIALIST IN PASSENDE TOTAALOPLOSSINGEN OM DOCUMENTEN
TE SCANNEN, DIGITAAL TE BEHEREN EN TE ARCHIVEREN**

EFFICIENT, OPTIMAAL, VEILIG EN BETROUWBAAR DIGITAAL WERKEN

M: INFO@TROUVE.NL **T:** 010 72 00 814 **W:** WWW.DIGITAALOVERLEVEN.COM

BOREAS
MARITIME

BOREAS
TUNNELLING

BOREAS
DREDGING

The maritime, offshore, tunnelling and energy sector presents many opportunities. Whatever function you choose, no day will ever be the same. That makes it interesting, fun, challenging but also valuable.

The maritime, offshore, tunnelling and energy sectors play an extremely important role worldwide.

As an employee within this world, you are therefore part of something big with global importance.

Let's team up and let us work for you!