

ACADEMIC PROGRAMME FOR KNOWLEDGE, FRIENDSHIP, AND RELATIONS

Maritime Trainee includes 6 academic modules totalling 36 days in Norway, Singapore, and London. The academic programme comprises three areas that are represented in all modules:

1. MARITIME KNOWLEDGE

A central aim of the programme is to ensure that you gain a comprehensive understanding of the maritime industry. Initially there is a general introduction to shipping and offshore business, e.g. freightments, brokerage, markets, insurance, ship types, maritime history.

2. BUSINESS UNDERSTANDING

Through visits and presentations at the participating companies, combined with group work and discussions, you will gain insight into the business and the value creation of all the companies, and, consequently, the maritime industry as a whole.

3. MANAGEMENT COMPETENCE

The aim of the Maritime Trainee programme is to ensure that the trainees over time will enter into central positions in the maritime industry. Therefore, it is important that you gain general economic, strategic, organisational and management competence, in addition to industry-specific knowledge.

The academic modules will thus include lectures and case discussions around these topics, with leading lecturers from national and international business schools and universities.

MODULES GROUP 10

- **KICK-OFF** with all trainees, contactpersons, and mentors in Oslo, April 2015
- **MODULE 1:** Tjøme (incl. sailing for 3 days) and Oslo, August 2015
- **MODULE 2:** Ålesund and Trondheim, incl. transport with Hurtigruten, November 2015
- **MODULE 3:** Singapore, March 2016 (the week prior to Easter)
- **MODULE 4:** Bergen and Stavanger, September 2016
- **MODULE 5:** Oslo, January 2017
- **MODULE 6:** London, June 2017 (the week following Pentecost)

A formal diploma ceremony takes place on the last day of Module 1 for Group 12 in August 2017.



THE FOLLOWING COMPANIES HAVE PARTICIPATED IN MARITIME TRAINEE SINCE THE START IN 2005:

TSCHUDIK



GEARBULK

Seadrill



QUECC

DNB



HØEGH AUTOLINERS



simonsen vogt wiig



THOMMESSEN

Western Bulk



Nordea



KRISTIAN GERHARD JEBSEN SKIPSREDERI AS



RS Platou



Fred.Olsen & Co.

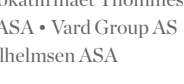
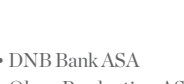
VARD

subsea 7



SKULD

WIKBORG|REIN



Assuranceforeningen Skuld • Awilco AS • BW Gas AS • BW Offshore Norway AS • DNB Bank ASA
 DNV GL • Dolphin Drilling AS • Eidesvik Offshore ASA • Farstad Shipping ASA • Fred. Olsen Production ASA
 Gearbulk Ltd • Grieg Shipping Group AS • Grieg Star Shipping AS • I.M. Skaugen SE • Kristian Gerhard Jebsen Skipsrederi AS
 Knutsen OAS Shipping AS • Kongsberg Maritime AS • Høegh Autoliners AS • Høegh LNG AS • Høegh Fleet Services AS
 Menon Business Economics AS • Nordea Bank Norge ASA • Norges Rederiforbund • North Atlantic Drilling AS
 Odfjell Drilling AS • RS Platou ASA • Seadrill Management AS • Advokatfirmaet Simonsen Vogt Wiig AS
 Solvang Shipping AS • Subsea 7 AS • Torvald Klaveness • Teekay Shipping Norway AS • Advokatfirmaet Thommessen AS
 Tschudi Shipping Company AS • United European Car Carriers AS • Ulstein Group ASA • Vard Group AS
 Western Bulk AS • Westfal-Larsen & Co AS • Wikborg, Rein & Co • Wilh. Wilhelmsen ASA

For an overview of this year's participating companies, visit our homepage on www.maritime-trainee.no

10 YEARS
 MARITIME TRAINEE
 2005-2015

BECOME A MARITIME TRAINEE AND DISCOVER THE MARITIME INDUSTRY

Maritime Trainee Group 10 / Starts in August 2015
 Application deadline October 1, 2014 / www.maritime-trainee.no

A management trainee programme by the Norwegian Shipowners' Association – www.rederi.no

Norges Rederiforbund
 Norwegian Shipowners' Association

WELCOME TO MARITIME TRAINEE #10

Maritime Trainee is a management trainee programme by the Norwegian Shipowners' Association. The candidates are about to finish their master's degree in technology, business, or law. You will be employed in one of the leading maritime companies in the world and will work in our most global industry, where Norway is one of the leading nations. The MT Alumni group now comprises some 200 present and past maritime trainees since the start in 2005.

ONE COMPANY

Throughout the trainee period you are employed with one company. As a trainee you will be part of the daily operations of this company, and will gain knowledge about its total operations worldwide. You will also spend some time abroad, normally up to six months.

MENTOR

Every company appoints a mentor for their trainee. This will be an experienced senior person who knows the company and the industry well. Among the responsibilities of the mentor is to overlook the trainee's professional development in the company.

ACADEMIC PROGRAMME

The academic modules serve several purposes, the most important one being to build relevant competence through lectures, group work, and company presentations. In addition they serve as a meeting place for exchange of experience as well as a social arena for networking. Altogether this will give a broad overview of the various entities in the maritime industry.

THE PROGRAMME COMPRISES:

1. Work in the company in which you are employed, where you will rotate among various departments and roles.
2. Your mentor will follow you throughout the trainee period.
3. Six academic modules in Norway, Singapore and London. You can read more about them below.
4. Maritime Trainee Alumni: Join the network that now counts some 200 past and present trainees from groups 1-9.

Maritime Trainee seeks to give each trainee a basic understanding so that you become capable of mastering numerous functions within the maritime industry, already at an early stage of your career.

You will be part of the daily business of the company and will be subject to its full complexity through your trainee period. For more information about the programme, and to apply, please visit us at

MARITIME-TRAINEE.NO



On the cover: Martin-Alexander Steffensen was a trainee in Group 7 for Teekay Shipping in Stavanger, with head office in Vancouver, Canada. He holds an MSc in Naval Architecture from NTNU and has received 18 medals from national swimming championships, including 6 gold medals. He has also been a coach for young swimmers. Being born and raised in Bergen, Martin-Alexander is used to large amounts of water. He loves to work in global shipping.

THREE TRAINEES ABOUT THE PROGRAMME:

The trainees normally hold a master's degree in economics, technology or law. There is an academic programme of 36 days spread over six modules. These modules are to fill several purposes: The most important is to increase the trainees' expertise through lectures.



NAME: Nina M. H. Hanevold-Sandvik
GROUP: 5
EDUCATION: Jurist, NYU 2008, UiO 2009
COMPANY: Wikborg, Rein & Co

Being a young legal professional, one of the biggest challenges is connecting the theoretical legal skills learned at university with practical knowledge of the industry. Maritime Trainee has given me a unique opportunity to develop my understanding of the maritime industry, thereby improving my ability to understand the needs of our clients.

I work as an associate in Wikborg Rein's Shipping Offshore department where I am handling cases and working towards gaining my license to practice law in the same manner as other associates. However, I have the added benefit of participating in the Maritime Trainee programme. I believe this combination has given me the best career kick-off I could ever have hoped for.

WIKBORG REIN & CO HAVE PARTICIPATED IN ALL GROUPS.



NAME: Jonas Boström
GROUP: 3
EDUCATION: M.Sc. Naval Architecture and Ocean Engineering, Chalmers University of Technology, Sweden
COMPANY: DNV GL

For me as an engineer being a Maritime Trainee has been very exciting, as I have learned so much about the commercial aspects of shipping. You get to know lots of interesting people and make contacts that are invaluable both professionally and socially. I work for DNV GL which is a com-

pany with high diversity and being a Maritime Trainee has enabled me to tailor the trainee period in a unique way.

DNV GL HAVE PARTICIPATED IN ALL GROUPS.



NAME: Lars Arne Ramberg
GROUP: 3
EDUCATION: Master in International Business, Queensland University of Technology, Australia 2008
COMPANY: Höegh Autoliners

The Maritime Trainee programme has provided me with a hands-on operational experience through rotations within various business units, which has given me an in-depth understanding of the entire value chain of our business. In addition, MT gave me exposure to the maritime cluster in Norway, and a refreshing insight into the competency of the Norwegian maritime culture.

I started my MT rotation with a year at the Höegh Autoliners HQ in Oslo, Norway, after which I went to South Africa where I worked in a thrilling African and Indian Ocean context. Following this assignment I got the opportunity to work and live in Germany, and gained valuable insight into the context of the European market. My hitherto latest rotation was to take on new challenges within our European operation starting in September 2013.

I have been thrown into the deep end repeatedly, constantly challenged, and pushed to strive for excellence. The responsibility and trust given to me has been a profoundly rewarding experience. Working for an esteemed Norwegian based shipping company bridges the international cultures into one global Höegh Autoliners culture. I definitely feel that I am part of building a truly global network, with a cross-cultural literacy.

Thanks to the Maritime Trainee programme I am certain that I am ready for the next challenge that lies ahead as a world citizen.

HÖEGH AUTOLINERS HAVE PARTICIPATED IN GROUPS 1-4 AND 8-9.



MARITIME TRAINEE SNAPSHOTS

1. On Module 1 the 3-day sailtrip with Landmark 43 racing yachts is one of the highlights.
2. North Atlantic Drilling is one of several offshore drilling companies that participate in the programme.
3. Group 7 preparing for the lifeboat drop at Falck Nutec in Bergen.
4. We accept all sorts of hats and caps for the sail trip, as shown by Erlend and Maren in Group 8.
5. Group 7 visiting Lloyd's of London hosted by the Skuld 1897 syndicate.
6. Many groups have visited Fjällbacka in Sweden on their sailtrip.
7. Prof. Joo-Seng Tan from Nanyang Business School

8. Tone reading through the programme during the harbour sightseeing in Singapore.
9. Group 7 visiting The Baltic Exchange in London.
10. Kine from Group 8 at the helm during the sail trip on module 1.
11. HR director Sebjørn Dahl in Höegh Autoliners with some of their trainees.
12. Group 7 in London in June 2014, overlooking the Thames from the terrace at Clarksons. London is the last one of the six modules.



THE MARITIME TRAINEE TEAM AT THE NSA



THE MARITIME TRAINEE TEAM AT THE NSA:
Programme Coordinator Tom O. Kleppesto, Competence Advisor Marianne Torp Indrelid, and Academic Director Erik W. Jakobsen (Dr. Oecon).

CONTACT INFORMATION
Tom O. Kleppesto
tk@rederi.no
(+47) 48 14 40 00



IF YOU WANT TO BECOME A MARITIME TRAINEE

1. Enter www.maritime-trainee.no
2. You can click on the participating companies' logos to read more about them and what type of candidates they are looking for.
3. If you are still interested in becoming a trainee, it's time to register your CV. You do that on "Søk her/Apply Here".
4. Then it's just to apply for the positions that best fit your background and interests.

DEADLINE 1 OCTOBER 2014

The companies are particularly looking for the following in a maritime trainee candidate:

NETWORKER
OPEN AND SOCIABLE
TEAM ORIENTED
OPERATIONAL AND PRACTICAL
FLEXIBLE
SOLUTIONS ORIENTED
COMMERCIAL ATTITUDE
PROFESSIONAL CLEVERNESS

twitter.com/MaritimTrainee
 facebook.com/MaritimTrainee