

The CrewBridge

COMPASS GUIDE

A New Approach to
Professional Maritime Employment



PROFESSIONAL EMPLOYMENT

CONTRACTOR ADMINISTRATION

ONE SEAMLESS SOLUTION

Every successful voyage begins with the right people.

The maritime industry has changed significantly over recent years. Experienced maritime professionals increasingly build their careers across multiple assignments, projects and vessel operators, while shipowners face growing complexity in managing employment, payroll and regulatory compliance across an internationally mobile workforce.

Despite these changes, many employment models have remained largely unchanged. Professional seafarers are often required to repeat the same onboarding processes, employment documentation and administrative formalities every time they join a new vessel, while shipowners continue to manage increasingly complex employment obligations that can divert valuable time and resources away from their core operations.

At CrewBridge, we believed there was a better way.

Drawing on decades of experience in maritime employment, payroll and HR, we developed **CrewBridge Compass**—an integrated professional contractor solution that combines professional maritime employment, specialist contractor administration, assignment delivery and ongoing compliance into one seamless framework.

The result is a solution designed to reduce administration, improve continuity, strengthen compliance and provide both Professional Seafarers and Shipowners with the confidence that every Assignment is supported by a professionally managed employment framework.

Whether you are exploring a new approach to maritime employment or simply looking for a trusted partner to support your people, we hope this guide provides a useful introduction to CrewBridge Compass and the philosophy that sits behind it.

CrewBridge Compass isn't simply another employment model. It's a new framework for professional maritime careers.

We look forward to working with you.

Jonathan Harris
Managing Director

Richard Croft
Director



The Maritime Employment Challenge



1, Administrative Burden

Too much time spent on paperwork, Compliance and manual processes.



2, Complex Employment Choices

Navigating multiple jurisdictions and employment structures is complex



3, Compliance Pressure

MLC requirements, audits and documentation create ongoing pressure and risk.



4, Cost Control

Rising costs, hidden fees and inefficiencies impact your bottom line.

The maritime industry deserves an employment framework that reflects the way maritime professionals actually work today.



A New Approach to Professional Maritime Employment

CrewBridge Compass has been designed specifically for experienced maritime professionals and the organisations that engage them. It combines professional maritime employment, specialist contractor administration, assignment delivery and ongoing compliance into one integrated framework that supports every stage of the employment journey.

Rather than rebuilding employment arrangements every time a Professional Seafarer joins a new vessel, CrewBridge Compass establishes a continuous professional framework. Employment, administration and professional records are maintained centrally, allowing Assignments to be delivered more efficiently while reducing administration for both Professional Seafarers and Shipowners.

At its heart, CrewBridge Compass is built around four interconnected pillars that work together to provide a simpler, more professional approach to maritime employment.



The Four Pillars That Make Compass Work

Professional Employment

Compass Crew Limited acts as the Professional Maritime Employer, providing continuous employment, payroll administration and employer compliance throughout every Assignment.

Compliance

Professional records, qualifications, certification and regulatory requirements are maintained throughout each Professional Seafarer's career, supporting both operational readiness and MLC compliance.



Contractor Administration

CrewBridge Limited manages the Compass Portfolio, professional records, employment documentation and Assignment administration, ensuring every Professional Seafarer is ready to mobilise.

Assignment Delivery

Each Assignment is supported by coordinated mobilisation, travel administration, payroll processing and ongoing contractor support from the moment an Assignment is confirmed until it is successfully completed.



How CrewBridge Compass Works

Joining CrewBridge Compass begins by establishing your Compass Portfolio, where your professional records, qualifications and employment documentation are securely verified and maintained. Once your Professional Maritime Employment has been established with Compass Crew Limited, future Assignments can be confirmed quickly through a simple Assignment Confirmation rather than requiring a completely new employment process. CrewBridge then coordinates mobilisation, travel, payroll and contractor administration while maintaining your Compass Portfolio throughout your career, ensuring your professional information remains accurate, current and ready for every new opportunity.



The Compass Portfolio

Every Professional Seafarer enrolled in CrewBridge Compass has a dedicated Compass Portfolio. Rather than repeatedly providing the same information for every Assignment, your verified employment records, qualifications, certifications and supporting documentation are securely maintained in one place.

As your career progresses, your Compass Portfolio continues to grow, creating a comprehensive professional record that supports future Assignments while reducing administration for both you and the Shipowners you work with.



Your Compass Portfolio Includes:

 Professional qualifications	 Certificates of Competency	 Medical certificates
 Passport and travel documentation	 Employment records	 Assignment history
 Training certificates	 Company documentation	 Emergency contact information



Professional Maritime Employment

Compass Crew Limited acts as the Professional Maritime Employer within the CrewBridge Compass framework. Rather than establishing a new employment relationship for every Assignment, Professional Seafarers benefit from a continuous employment framework that provides consistency, stability and professional support throughout their careers.

Compass Crew Limited assumes responsibility for employer obligations, Seafarers' Employment Agreements, payroll administration and salary payments while ensuring employment arrangements are managed in accordance with applicable legislation and the Maritime Labour Convention (MLC). This enables Professional Seafarers to focus on their careers while providing Shipowners with the confidence that every Assignment is supported by an experienced maritime employer.



Specialist Contractor Administration

CrewBridge Limited provides the contractor administration services that support every Assignment. From maintaining the Compass Portfolio and verifying professional records through to Assignment administration, mobilisation and ongoing contractor support, CrewBridge ensures that every Professional Seafarer remains ready for their next opportunity.

Because administration is managed continuously rather than recreated for every Assignment, mobilisation becomes faster, documentation remains current and both Professional Seafarers and Shipowners benefit from a more efficient, professional process.





Benefits for Professional Seafarers

CrewBridge Compass has been developed for experienced maritime professionals who want the flexibility of contract assignments without repeatedly rebuilding their employment arrangements. By establishing a continuous professional employment framework with Compass Crew Limited and maintaining a dedicated Compass Portfolio through CrewBridge Limited, every future Assignment becomes simpler to administer and quicker to mobilise.

Rather than repeatedly completing the same paperwork for every new opportunity, your professional records, qualifications and employment documentation remain securely maintained and ready for future Assignments. Payroll is professionally administered, employer obligations are managed by an experienced maritime employer, and ongoing support is available throughout your career. The result is a professional employment experience that allows you to concentrate on your work while CrewBridge Compass manages the administration that sits behind every Assignment.





Benefits for Shipowners

CrewBridge Compass provides Shipowners with access to professionally employed maritime personnel through a framework specifically designed to simplify workforce management while supporting compliance with employment and Maritime Labour Convention (MLC) requirements. By separating professional employment from contractor administration within one integrated solution, CrewBridge Compass reduces administrative burden while maintaining clear accountability throughout every Assignment.

Professional Seafarers arrive with verified employment documentation, professionally managed records and a continuous employment framework already in place. This enables faster mobilisation, greater consistency and reduced administration, allowing Shipowners to focus on vessel operations while CrewBridge Compass manages the employment and contractor administration that supports every Assignment.





Maritime Specialists

Maritime employment is unlike any other sector. Every vessel type, flag state and operating environment brings its own employment, payroll and compliance requirements. CrewBridge specialises exclusively in maritime people solutions, allowing us to provide practical advice based on genuine industry experience rather than generic HR or payroll services.



Compliance First

Compliance underpins everything we do. From professionally managed employment arrangements and payroll administration to document verification and Maritime Labour Convention (MLC) requirements, our processes have been designed to provide confidence for both Professional Seafarers and Shipowners.



International Perspective

Modern maritime businesses operate internationally. We support clients working across multiple jurisdictions, helping them navigate complex employment structures, international payroll requirements and workforce administration while maintaining practical, commercially focused solutions.



Trusted Partnerships

We believe the strongest relationships are built on professionalism, transparency and responsive service. We work alongside our clients as a trusted extension of their business, providing long-term support rather than simply delivering administrative services.



Frequently Asked Questions

What is CrewBridge Compass?

CrewBridge Compass is an integrated professional employment and contractor administration framework designed specifically for experienced maritime professionals and Shipowners. It combines professional employment, specialist administration and ongoing compliance into one seamless solution.

Who is my employer?

Compass Crew Limited acts as your Professional Maritime Employer, providing employment, payroll administration and employer obligations throughout your career.

What is the Compass Portfolio?

Your Compass Portfolio is your continuously maintained professional record, containing verified employment documentation, qualifications, certifications and Assignment history, ready to support every future Assignment.

Do I sign a new employment contract for every Assignment?

No. Your employment relationship is established through a continuous employment framework. Individual Assignments are confirmed using an Assignment Confirmation rather than creating a completely new employment arrangement.

Is CrewBridge Compass MLC compliant?

CrewBridge Compass has been designed around recognised maritime employment principles and supports compliance with the Maritime Labour Convention (MLC), together with applicable employment legislation.

Who do I contact if I need support?

CrewBridge provides dedicated contractor support throughout your employment, whether you require assistance before, during or after an Assignment.



LET'S START THE CONVERSATION

Whether you're exploring a new approach to professional maritime employment or looking for a trusted partner to support your workforce, we'd be delighted to discuss how CrewBridge Compass can support your organisation.

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Technology where it adds value.

People where it matters most.

Professional Employment. Contractor Administration. One Seamless Solution.

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