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Shri Shyam Jagannathan's Vision for Indian Maritime Excellence and Seafarer Empowerment



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Sailor Today

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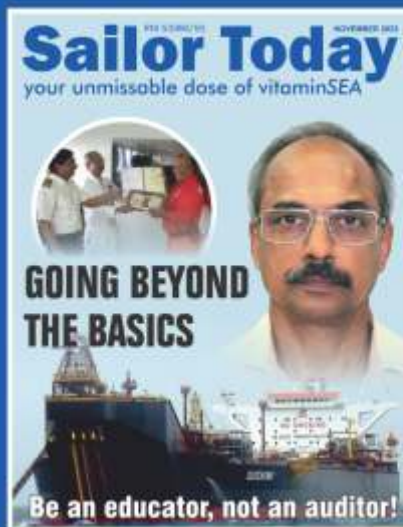
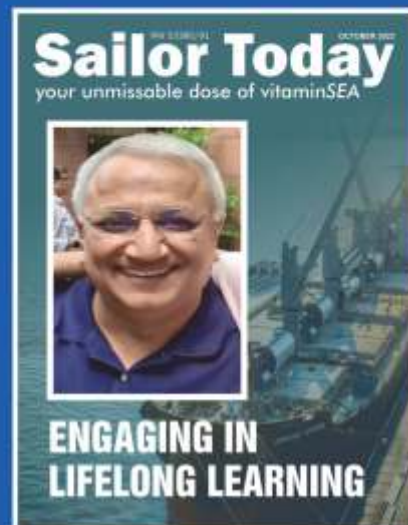
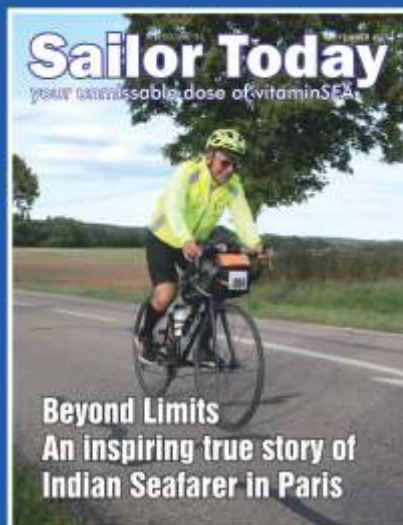
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Charting the Course: Shri Shyam Jagannathan's Vision for Indian Maritime Excellence and Seafarer Empowerment

Second part of the three-part series

**Compiled by Capt. Ramji S Krishnan
Sloan Fellow, London Business School**

COMPREHENSIVE EXPOSITION OF TRANSFORMATIVE LEADERSHIP, GUIDANCE, AND FUTURE DIRECTIONS

During a significant Seafarer India online seminar on 17 Apr 2025, Shri Shyam Jagannathan, IAS, Director General of Shipping (DGS), delivered a compelling and multi-layered address aimed at maritime cadets, second mates, and young seafarers. His remarks masterfully blended innovative DGS initiatives for seafarer welfare and maritime sector modernization with practical career advice, poignant personal anecdotes from his 28-year IAS journey, and a forward-looking vision for Indian seafarers in a dynamic global industry. This exposition offers an enhanced analysis of his contributions, guidance, and enduring

message. This is the second part of the two-part series of his exposition on various issues related to cadets, merchant marine, policy making etc.



B. RESILIENCE AND PERSISTENCE: FORGING STRENGTH FROM FAILURE

The cornerstone of Shri Jagannathan's motivational advice was his deeply personal and candid recounting of his UPSC examination journey. This was not merely an anecdote but a profound illustration of resilience:

Failure is only a stepping stone to success.

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The Initial Blow and Father's

Disappointment: He vividly described the emotional impact of his first attempt's result (rank 563). His father, an army officer embodying discipline, and high expectations, initially reacted with sharp disappointment, dismissing the result ("This is all I expected out of you") and physically discarding the newspaper listing the results. This moment captured a potential low point many aspirants face – confronting perceived failure and external judgment.

Finding the Spark – The Power of Self-

Verification: Undeterred, Shri Jagannathan took the initiative to meticulously check the results himself, starting from the bottom of the list. Discovering his name was a moment of validation, proving he had succeeded, albeit not at the level desired. This act of self-verification against external dismissal highlights the importance of inner belief and seeking factual confirmation.

Strategic Recalibration – Learning from

Experience: He made the crucial decision to reserve his allocated seat (accepting a 6-month seniority loss) and re-attempt the exam. This time, however, his approach was different. It was smarter, more strategic, and exam-oriented. He applied the principle of focusing his energy on the high-yield 70% of the syllabus, optimizing his study efforts based on his first-attempt experience.

Triumph and Reconciliation: This refined strategy paid off spectacularly, leading to a remarkable improvement to the 63rd rank and coveted entry into the Indian Administrative Service (IAS). His father's

reaction transformed completely – from dismissal to immense pride, urging him to "go serve the nation." This completed the emotional arc, showing how persistence and intelligent adaptation can turn perceived failure into significant success and earn validation.

The Universal Lesson: Shri Jagannathan**explicitly drew the parallel for the cadets:**

"Failure is only a stepping stone to success." He urged them to view setbacks – whether failing an exam, facing a difficult evaluation onboard, or encountering operational challenges – not as endpoints, but as invaluable learning opportunities. Resilience involves analyzing what went wrong, adapting strategies, maintaining unwavering focus on the goal, and persisting with renewed determination. This narrative provided a powerful, relatable anchor for cadets facing the inevitable pressures and potential disappointments of their demanding training and careers.

C. EMBRACING TECHNOLOGY AND NAVIGATING CHANGE WITH AGILITY

Addressing the palpable anxiety surrounding automation, AI, and the future of maritime jobs, Shri Jagannathan offered a perspective grounded in historical context and proactive adaptation:

Historical Perspective – The Computer

Revolution: He skilfully used the analogy of the 1980s computer revolution. The initial widespread fear that computers would eliminate white-collar jobs proved unfounded. Instead, technology catalyzed entirely new industries and created millions

Embrace technology as a tool and an advantage.

of jobs in software development, IT services, and related fields, significantly boosting economies like India's. The lesson: technological shifts often transform job roles rather than simply eliminating them, creating new opportunities for those willing to adapt.

Human Element Remains Paramount: He consistently reassured the audience that while automation will handle routine tasks and AI will provide powerful decision support, the human element – oversight, critical judgment, ethical decision-making, complex problem-solving, leadership – remains indispensable in the unpredictable maritime environment. Safety and sustainability fundamentally rely on skilled human operators.

Leverage, Don't Fear: The core message was to embrace technology as a tool and an advantage. He encouraged active engagement with simulators (web-based, 360° immersive), digital learning platforms, and other technological aids to enhance skills, improve efficiency, and gain a competitive edge. Familiarity with these tools makes seafarers more valuable.

The Imperative of Continuous Upskilling: Adaptation requires a commitment to lifelong learning. As vessels incorporate alternative fuels (ammonia, methanol), advanced navigation systems, and AI-driven operational tools, seafarers must proactively "version upgrade" themselves. This means seeking out new training, earning relevant certifications, and cultivating a mindset of curiosity and adaptability. Staying stagnant is not an

option in a rapidly evolving industry.

DGS Support for Tech Integration: He reinforced this by highlighting the DGS's role in mandating digital learning tools and integrating technology into training and assessment, ensuring the Indian maritime education system keeps pace with global industry demands.

D. PROFESSIONAL EXCELLENCE AND NATIONAL PRIDE: THE SIX GUIDING STARS



Concluding his advice, Shri Jagannathan distilled his vision for their professional conduct and contribution into six powerful, actionable messages, serving as guiding stars for their careers:

1. **Cultivate Pride in Your Unique Identity:** He urged them to recognize their inherent worth – "there is no one as unique as you." This fosters self-confidence and encourages them to take immense pride in their chosen profession and their role as skilled Indian seafarers contributing to a vital global

It will take all of us together as a team to go through.

industry and representing India's rich maritime heritage.

2. **Prioritize Safety Unfailingly:** Safety must be the bedrock of every action onboard. This requires not just following procedures but applying critical thinking, anticipating risks, and making responsible decisions, whether checking a pilot ladder meticulously, verifying navigation plans, or ensuring hazardous cargo is handled correctly. A strong safety culture protects lives, the environment, and the vessel.
3. **Realize Your Limitless Potential:** He inspired them to pursue professional excellence with unwavering hard work and essential humility. The maritime industry, particularly during this transition, offers boundless opportunities for growth – progressing from cadet to second mate, eventually to Master or Chief Engineer, or potentially specializing in new technical or managerial roles ashore. Setting high standards for oneself and striving for mastery is key.
4. **Embrace Teamwork as Essential:** Seafaring is inherently a collaborative profession. Success hinges on effective teamwork, especially within diverse, multinational crews. This requires strong communication skills, mutual respect, cultural sensitivity, and the ability to work cohesively towards common goals, whether in routine operations or high-stress emergencies. "It will take all
5. **Maintain Self-Awareness and Humility:** Continuous growth requires self-awareness – understanding one's strengths and weaknesses – coupled with diligence and humility. Humility allows one to learn from seniors, accept constructive feedback, admit mistakes, and constantly seek improvement, fostering both personal and professional development.
6. **Contribute Meaningfully to National Goals:** Quoting the inspiring words of Swami Vivekananda – "Arise, awake, and stop not till your own personal goals and national goals are achieved" – he



Whatever comes out of these gates, we've got a better chance of survival if we work together together. If we stay together we survive. Come together. Lock your Shields, stay as one!
– Maximus Decimus Meridius - Gladiator

elevated their individual careers to a level of national contribution. By excelling in their roles, maintaining high professional standards, and upholding India's reputation on the global stage (especially on foreign fleets), they directly contribute to national pride, economic strength, and India's ambitious goal of becoming the world's leading supplier of maritime talent.

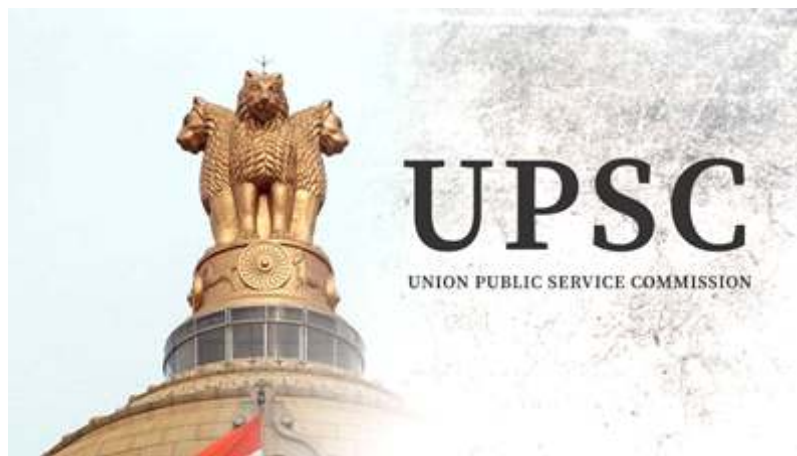
These six messages collectively provided a powerful ethical and professional compass, urging cadets to navigate their careers with confidence, responsibility, integrity, and a clear sense of purpose aligned with both personal aspirations and national objectives.

3. WEAVING PERSONAL EXPERIENCE INTO PROFESSIONAL INSIGHT

Shri Jagannathan infused his address with personal anecdotes, making his message relatable and underscoring his leadership values.

a. Career Highlights: A Journey of Service

Inspired by his army officer father and supported by his homemaker mother, he joined the IAS in 1997. Key postings in Assam (Deputy Commissioner) and Kerala (Commissioner of Commercial Taxes, honing data analytic skills) preceded his role as General Development Commissioner at SEEPZ, Mumbai. He expressed immense pride in his current role as DGS, viewing it as a privilege to serve the maritime community and drive meaningful reforms.



b. The Defining UPSC Anecdote

The story of his two UPSC attempts, detailed earlier, served not just as advice on resilience but also as a testament to his character – demonstrating determination, strategic thinking, and the ability to learn from challenges, culminating in achieving his goal and earning familial respect.

c. Leadership Philosophy: Simplicity, Integrity, and Progress

His remarks reflected a philosophy grounded in "simple and best simplicity," honesty, and professionalism. He championed technology-backed governance reforms, drawing on his experience in data-driven decision-making. His dedication to public service and the maritime sector shone through, offering an inspiring example of leadership through integrity and commitment. His leadership, characterized by simplicity, integrity, and a forward-thinking embrace of technology, serves as a compelling model. Yet, such leadership is often forged in the crucible of early career experiences, demanding resilience in the face of unforeseen difficulties.

Arise, awake, and stop not till your own personal goals and national goals are achieved. – Swami Vivekananda



d. Navigating Early Career Challenges: Lessons in Professionalism

While focusing on his broader achievements, Shri Jagannathan also alluded briefly to the inevitable challenges encountered, particularly as a young officer navigating the complex landscape of public administration. He touched upon experiences involving managing rumours and handling media scrutiny, referencing, albeit without extensive detail, an incident involving a television broadcast concerning an issue during a previous posting (possibly hinting at a role like Deputy Inspector General, though specifics remained illustrative rather than central to his point). These formative experiences, common in public life where actions are often under a microscope, imparted crucial lessons in maintaining equilibrium and professionalism under pressure. He learned the paramount importance of staying grounded, adhering rigorously to

facts, communicating clearly, and remaining steadfastly focused on duties despite external 'noise'.

By sharing this nuance, even briefly, Shri Jagannathan implicitly prepared the cadets for the realities beyond technical competence. A maritime career, especially in

leadership roles, involves navigating complex human dynamics, potential misunderstandings, unwarranted criticism, or intense scrutiny following an incident. A seafarer, like a public servant, might find their decisions questioned or face difficult interpersonal situations within a diverse crew or with shore-based management. The core lesson resonates universally: maintain composure, act ethically and transparently, rely on professional training and established procedures, and ensure that one's conduct consistently reflects the high standards expected of the profession. This resilience, honed through navigating such challenges, is as vital to a successful maritime career as technical skill or navigational expertise. It underscores the need for inner strength and unwavering professionalism, qualities essential for earning trust and leading effectively, whether in a government office or on the bridge of a ship.

Safety must be the bedrock of every action onboard.

Professional Excellence and National Pride: The Six Guiding Stars

1. CULTIVATE PRIDE IN YOUR UNIQUE IDENTITY:

Recognize your inherent worth and take pride in being a skilled Indian seafarer, contributing to a vital global industry and representing India's rich maritime heritage.

2. PRIORITIZE SAFETY UNFAILINGLY:

Make safety the foundation of every action onboard by applying critical thinking, anticipating risks, and ensuring responsible decisions in tasks like checking pilot ladders or handling hazardous cargo.

3. REALIZE YOUR LIMITLESS POTENTIAL:

Pursue professional excellence with hard work and humility, aiming for career progression from cadet to Master or Chief Engineer, or exploring new technical/managerial roles ashore.

4. EMBRACE TEAMWORK AS ESSENTIAL:

Foster effective collaboration within diverse, multinational crews through strong communication, mutual respect, and cultural sensitivity to achieve common goals in routine or emergency situations.

5. MAINTAIN SELF-AWARENESS AND HUMILITY:

Stay open to learning by understanding your strengths and weaknesses, accepting feedback, admitting mistakes, and continuously seeking improvement.

6. CONTRIBUTE MEANINGFULLY TO NATIONAL GOALS:

Excel in your role to uphold India's global maritime reputation, aligning personal success with national objectives, as inspired by Swami Vivekananda's call to "Arise, awake, and stop not till your own personal goals and national goals are achieved."

ARE YOU SHARPENING YOUR AXE?

Surely, most of you have heard the story about two woodcutters named Jack and Jeevan. They often argued about who was the better woodcutter, so they decided to hold a competition to determine the winner. The rules were simple: whoever cuts the most wood in a day wins.

So the next day, both Jack and Jeevan took their positions and started chopping away as fast as they could. After an hour, Jeevan stopped. When Jack realized that there was no chopping sound from his opponent's side, he thought: "Ah ha! He must be tired already!" And he continued to cut at double the pace. After a few minutes, Jeevan resumed cutting. But by that time, Jack was tiring and slowed down. Again, after about an hour, Jeevan stopped. This motivated Jack, and although tired, he kept cutting, assuming



that he would be the winner hands down, as he did not take a break and kept working nonstop.

When the competition ended, to Jack's astonishment, Jeevan had actually cut down more wood. Jack was furious and asked, "How could this have happened?"

Jeevan calmly replied, "Well, it's really simple. Every time I stopped work, I was sharpening my axe. In comparison, you kept on cutting with a blunt axe, no rest, no water break, and no sharpening your axe.

Well, this must be a very simple story, but as seafarers, we can well relate to it. How many times have we seen the following? In fact, in the recent past, during my audits, I've noticed some of this still happening.





- During poor visibility, passing through rough weather or in restricted waters, the Master is on the bridge for 18 to 24 hours.
- During discharge operations, the chief officer has been in the cargo control room for over 24 hours, as they believe they are in control and responsible and want everything to go according to plan.
- During long transits through restricted waters, the Chief Engineer is always in the control room for about 14 to 16 hours without a break.
- The second officer works six hours on, six hours off for two days, then stays awake to create his passage plan and complete plotting on the ECDIS. He handles the mooring station and sometimes comes directly on the bridge watch.

They are undoubtedly doing this with good intentions to ensure all goes well, but are they able to focus, concentrate, and give their best when their bodies and minds are tired and stressed?

Surely, rest is vital for better mental health,

increased concentration and focus, reduced stress, improved mood, and even a better metabolism, which will increase personal productivity.

In a very subtle way, we must take the time and have a balanced strategy to renew our physical, social, mental, spiritual, and, most importantly, our professional needs.

Surely, with MLC and other stringent regulations for crew welfare, things are getting better, and a lot is being done about our physical and social needs. We have gymnasiums, board games, PS5, movies, music, table tennis, and more. The internet provided onboard helps us stay connected to our families. Many are into yoga, meditation, scripture reading, and prayers to care for our spiritual needs.

What about our professional needs? This could be a significant cause of mental stress, depression, anxiety and a lot more, which many seafarers go through but are afraid to speak up.

VISUALISE THESE SCENARIOS AND SEE IF YOU COULD RELATE TO THEM.

Scenario 1: You are a second mate due to be promoted, but the chief officer is not being very transparent or cooperative. He is not showing you the jobs you need to do, is withholding key information, and is not even sharing the documentation that needs to be completed. He says, "Don't worry, it's all simple; once you take over, you'll be able to do it. It's all in the SMS and PMS." Yet, you still do not understand why he is acting this way. Is it job insecurity, cultural differences, language barriers, or does he not want to share anything with me?

Scenario 2: The ship is heading to the Australian coast. As a senior officer, you feel a bit tentative because you know the AMSA is very strict, and you want to ensure all aspects are covered so the ship is fully prepared for an AMSA inspection.

Scenario 3: You have passed your second mate's exam and are on your first trip as third mate. Though theoretically, you have a COC, you feel you don't have the practical skills because nobody taught you these during your cadetship. For example, how to fill up an SCBA cylinder and what safety precautions should be taken. Additionally, how to carry out a thorough check of the lifeboat and keep it ready for a vetting inspection. All these practical topics may not be covered in a maritime college; there is a gap between theory and day-to-day ship operations.

Scenario 4: There are so many checklists, procedures, and lengthy documents that it's very difficult to stay attentive and go through the entire process. The numerous pages of text become boring after a while, and you wish there was something easier and more engaging.

You remember Jeevan, our woodcutter, who took a timeout from cutting wood to sharpen his axe. Similarly, as seafarers, we also need to be on top of our game and sharpen our skills.

- We must be abreast of the changing regulations
- Be adequately prepared for a tougher and in-depth inspection regime, with a focus on the human element
- Make better decisions under pressure, with rapidly changing conditions

- Be well-prepared for our next job and have training about our next rank
- Be able to contribute to our shipboard team and ensure safety compliance.

Well, several seafarers and ship managers have benefited from the "Guide2inspection" App by Navguide Solutions. This holistic 24/7 training and inspection tool helps you prepare and boost your confidence to not only inspect the ship and be ready for an inspection, but also acts as a mentor and guides you on how to do it.

We must focus on our professional growth and continual improvement. Our development and improvement will boost our confidence, help us relax, and certainly reduce the mental stress, anxiety, and depression that many seafarers experience.

CONCLUSION

Just like Jeevan the woodcutter, we must ensure that we take regular breaks. We must learn to respect our bodies and give them the rest, nutrition, and exercise they require. We cannot work around the clock; we have hours of work and rest for a reason; we should abide by them.

It's all about strategic planning and working smart; you will observe a difference in your approach, attitude, and communication skills. So yes, your professional development is as important as your physical, social, mental, and spiritual needs. Today, do reflect on "Are you sharpening your axe"?

Bon voyage.

SAGA SHIPHOLDING TRANSFERS ENTIRE FLEET OF 32 VESSELS TO THE BAHAMAS FLAG



Captain Dwain Hutchinson,
Managing Director and CEO of The BMA.

The Bahamas Maritime Authority (BMA) is proud to confirm that Saga Shipholding, in partnership with NYK (Japan's largest shipping company) and managed by the globally respected Anglo-Eastern, has transferred its entire fleet of 30 general cargo vessels to The Bahamas Ship Registry. Another two Saga ships managed by NYK Singapore also decided to transfer to The Bahamas flag during the period, thus implying the full fleet of Saga ships (total 32 vessels) are in the process of joining The Bahamas flag.

This significant move marks a major milestone for The BMA. Once complete, it will represent a 1.56 % increase in the Authority's Gross Tonnage, contributing to the continued



Pictured left to right: Yuki Leung (Administration Officer, BMA), Mr. Sunil Tandon (Fleet Director, Anglo- Eastern Ship Management), Jahangir Hussain (Regional Director Asia, BMA), and Mr. Angshujit Sinha (Deputy Fleet Manager, Anglo- Eastern Ship Management)

growth and prestige of the Bahamian flag worldwide.

“We are truly honoured by this full-fleet commitment from Saga Shipholding,” said Capt. Jahangir Hussain, Regional Director (Asia), BMA. “That they selected The Bahamas, among all other available major registries, speaks volumes about our reputation for quality, responsiveness, and technical excellence.” This decision reinforces the strength of The Bahamas' registry in terms of technical service delivery, international regulatory compliance, and customer-focused service delivery.

The vessels, all well-maintained with strong port state control records, have been transferred in phases, with the

final three expected to join The Bahamas flag at the end of June 2025.

“This is more than just a fleet addition, it's a vote of confidence in our team, our systems, and our service values,” said Capt. Dwain Hutchinson, Managing Director & CEO, BMA. “We value our longstanding relationships with both SAGA/ NYK and Anglo-Eastern, and we are committed to delivering the highest levels of service and support to our new clients.”

The timing of the transfer also aligns with The BMA's 30th anniversary, highlighting three decades of delivering trusted, high-quality flag services to shipowners worldwide.

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ENSURING MARITIME CYBERSECURITY:

ADVANTAGE INDIA FOR A SUSTAINABLE BLUE ECONOMY AND GREEN GROWTH.

National Maritime Day Presentation, 3rd April 2025
@ The Park, Kolkata



CAPT. PANKAJ KUMAR

Founder, Tech Helm Solutions
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India's Blue Economy is vital for economic growth but faces rising cyber threats like port disruptions, data breaches, and ransomware attacks. Incidents like the M/V Manukai (2019) and Maersk NotPetya (2017) highlight the urgent need for cyber resilience.

Adopting Zero Trust, AI-driven security, and crew training is crucial. AI, ML, and Blockchain enhance cybersecurity while creating new job opportunities. Government policies like NCIP and the National Maritime Security Strategy support maritime cyber resilience.

INTRODUCTION

This year's National Maritime Day Celebration centres around the theme "Prosperous Seas – Developed India and Youth for Blue Economy and Green Growth." This theme not only honours India's rich maritime heritage but also underscores its significance in global trade and security. It emphasises the importance of safeguarding our maritime domain to ensure continued economic prosperity and sustainability.



The maritime industry has historically been the backbone of global trade, driving economic growth. Positioned as a maritime powerhouse, India is at the intersection of technological innovation and economic development. Our Blue Economy, which contributes 4% to the GDP, is set for remarkable growth. However, with this expansion comes the risk of cyber threats that could disrupt trade, jeopardise the safety of seafarers, and undermine global supply chains.

CYBER THREATS IMPACTING THE BLUE ECONOMY

Cyber threats have moved beyond being mere theoretical concerns; they now pose real and significant challenges to global trade, national security, and overall economic stability. Ensuring cyber resilience in maritime

operations is crucial not only for safeguarding maritime trade but also for promoting long-term sustainability.

MARITIME OPERATIONS FACE SEVERAL CYBER THREATS, INCLUDING:

Port Disruption: Cyberattacks aimed at port operations can disrupt supply chains, leading to substantial economic losses and considerable delays.

Compromised Navigation: The manipulation of GPS signals could result in vessels being misrouted or even colliding, putting maritime safety at risk.

Vulnerable Systems: Outdated IT and operational technology (OT) systems





aboard ships and at ports become easy targets for ransomware, data breaches, and other forms of cyberattacks.

Each of these threats has wide-ranging consequences, not only for shipping companies but also for entire economies that depend on smooth maritime trade.

CASE STUDIES – SHIPBOARD CYBER-ATTACK (M/V MANUKAI, 2019)

Let's explore the 2019 cyberattack on the M/V Manukai as a case in point of the genuine risks faced by the maritime industry. This incident involved cyber intrusions into the vessel's IT systems, which disrupted both navigation and communication functions. It served as a stark reminder of the vulnerabilities present in maritime cybersecurity and emphasised the pressing need for proactive security measures.

In a similar vein, the 2017 NotPetya ransomware attack on Maersk showcased that no organisation, regardless of its scale, is safe from cyber threats. This attack severely hampered Maersk's global operations, resulting in losses exceeding

\$300 million. It was a significant wake-up call for the maritime sector, highlighting the necessity for a unified global approach to cybersecurity.

CYBERSECURITY BEST PRACTICES FOR A PROSPEROUS MARITIME SECTOR

To address the risks in the maritime sector, it is crucial to implement effective cybersecurity best practices, including:

1. **Regular Security Audits & Risk Assessments:** Proactively identifying weaknesses before malicious actors can exploit them.
2. **Crew Training, Awareness, and Drill Programs :** Given that human vulnerabilities are a significant cybersecurity concern, ongoing training for all maritime personnel is vital.
3. **Advanced Threat Detection Systems:** Utilising AI, blockchain, and machine learning technologies to pinpoint and thwart cyber intrusions effectively.
4. **Multi-layered Defence Strategies:** Employing firewalls, encryption, and



access controls to safeguard critical systems from threats.

5. Network Segmentation: Isolating critical systems from the broader network to prevent a potential spread of cyberattacks.

6. Incident Response & Recovery Plans :

Ensuring business continuity by having a well-structured response plan ready for any cyber incidents.

7. Zero Trust Architecture :

Adopting a Zero Trust approach to secure critical systems and data, adhering to the principle of "Never trust, always verify." This strategy demands continuous

authentication and strict access controls for every user, device, and application, regardless of their location.

By integrating these measures, the maritime sector not only safeguards its assets but also fosters a sustainable and thriving industry.



ALIGNMENT WITH BLUE ECONOMY GOALS & INVESTOR CONFIDENCE

A secure maritime infrastructure is crucial for achieving the Blue Economy's objectives, which include sustainable growth, responsible management of ocean resources, and increased economic prosperity.

Operational Continuity: It's essential to ensure that maritime trade and logistics operations run smoothly without interruptions.

Investor Confidence: Establishing a solid cybersecurity framework fosters trust among investors, encouraging both domestic and international investments in the maritime sector.

Innovation & Growth: A strong approach to cybersecurity not only enhances the adoption of advanced technologies but also boosts operational efficiency and global competitiveness.

As India aims to emerge as a global maritime leader, prioritising cybersecurity is essential to safeguard our assets and support ongoing growth.

Cybersecurity – A Driver for Employment and Skill Development

In addition to security, cybersecurity has the potential to stimulate job creation and skill development within the maritime sector.

As cyber threats continue to evolve, the demand for skilled cybersecurity professionals in the maritime industry is increasing. It's crucial for everyone—from seafarers to shore-based staff—to stay updated with the latest cybersecurity practices.

Training and certification programs focused on maritime cybersecurity can pave the way for a wide range of job opportunities, fostering employment across various fields, including IT, maritime operations, engineering, and cyber auditing.

By incorporating cybersecurity into maritime education and industry training, we can cultivate a workforce equipped to tackle modern challenges and ready to take the lead in the global cybersecurity arena.



GOVERNMENT INITIATIVES FOSTERING MARITIME CYBERSECURITY

The Indian government has been proactive in strengthening cybersecurity in the maritime sector. Several initiatives are already in place, such as:

- National Critical Information Infrastructure Protection Centre (NCIIP), established under section 70A of the IT Act 2000. Recognised the maritime sector as critical to national security, trade and defence.
- Guidelines on maritime Cyber risk management align with IMO's MSC-FAL 1 / Circ 3. It provides a framework for identifying, assessing and mitigating cyber risks.
- Cybersecurity Guidelines for Ports and Shipping Companies. DGS has issued guidelines for cyber risk management in ports, ensuring digital resilience. They should comply with ISO 27001 and IMO cybersecurity guidelines MSC 428 (98). The guidelines include training, cyber drills, audits, etc.

National Maritime Security Strategy. It's a comprehensive framework for both conventional and cybersecurity. It also emphasises AI-based threat detection.

These initiatives reflect the government's commitment to safeguarding our maritime sector and positioning India as a leader in cybersecurity.

CONCLUSION

In conclusion, a resilient blue economy is built on a secure maritime sector. Cyber risks extend beyond mere IT issues; they pose threats to both economic and national security.

To realise the vision of Advantage India, it's crucial that we take action now. Maritime cybersecurity isn't just about safeguarding systems—it's about ensuring our seas are thriving, our trade flows without disruption, and our economy remains robust.

India has the opportunity to take the lead in maritime cybersecurity by embracing best practices, investing in skill development, and bolstering policies while leveraging cutting-edge technologies such as AI, Blockchain, and Machine Learning.

Let's join forces to safeguard our digital waters and pave the way for a prosperous future for India's maritime sector.

Capt. Pankaj Kumar

Tech Helm Solutions offers services across the following areas:

- 1) Cybersecurity Audits, including risk assessments and IT health check-ups.
- 2) IT Solutions and Management.
- 3) Business Data Analytics.
- 4) Digital Marketing.
- 5) Online Education Platform.



great circle

GREAT CIRCLE GROUP LAUNCHES TO TRANSFORM MARINE TECHNOLOGY SALES AND SERVICE INDUSTRY

Ft. Lauderdale, FL and York, Maine — May 21, 2025 — Today marks the public launch of Great Circle Group, a new venture uniting industry leaders Electronics Unlimited (EU) and Navtronics with accomplished technology entrepreneurs Damon Tassone and Michael Wexler. The company aims to establish the marine technology industry's premier national sales and service brand, delivering unparalleled quality and expertise to boat owners and partners nationwide.

The formation of Great Circle Group addresses growing demand for sophisticated, reliable marine technology services through three key differentiators: technology

enablement across all business operations, a focus on creating the industry's most attractive environment for technical talent, and the scale to provide consistent, high-quality service across multiple regions.

"We're building the company we've always wanted to see in this space," said Tim Greer, President of Navtronics and VP of Great Circle Group. "With Great Circle we can now expand our premium marine technology services well beyond our New England roots, and become the employer of choice for marine technicians, offering unprecedented career opportunities and advancement paths."

SMART SHIP© HUB PARTNERS WITH VERACITY BY DNV TO AUTOMATE DATA QUALITY MANAGEMENT AND CLASS REPORTING FOR NORSE SHIP MANAGEMENT



Smart Ship Hub celebrates partnership with Veracity by DNV

Norse Ship Management achieves error free reporting and 55% improved efficiency with Smart Ship© Hub's automated data validation tool.

Smart Ship© Hub (SSH) is proud to announce its integration with DNV's Veracity platform in a bid to drive innovation and efficiency through digital transformation.

The strategic partnership will ensure seamless data collection, data collation and data quality checks leading to reduced administrative effort and complexity while ensuring compliance on a day-to-day basis.

The new integration has been adopted by Norse Ship Management who has reported



CEO of Smart Ship Hub Joy Basu

error-free reporting and experienced its most streamlined and easy-to-use process to date.

SSH's Vessel Reporting System (VRS) is a robust digital solution to automate the noon reporting process along with vessel data management. The new partnership will see SSH integrate this software with DNV's Veracity platform for a more seamless experience. The VRS can be remotely installed to vessel PCs and comes with choice of multiple templates as specified by classification societies.

With the partnership, Norse Ship Management receives an integrated experience where VRS provides DNV-specific templates and automated connectivity, ensuring seamless data flow from vessel to verifier.

This automated process can save up to 10 months' work carried out by one person, while ensuring instant reporting, compliance and completion of the process. VRS operates on a three-tiered data validation process, with a quality check and collation algorithm enabling significant savings in time and resources to achieve approval.

Joy Basu, CEO of Smart Ship Hub said: "We are proud to be partnering with Veracity by DNV and Norse Ship Management in bringing this advanced technological solutions to fruition. This partnership streamlines automated services and provides users with an efficient and easy-to-use system, leading to significant cost and time savings. By integrating with DNV's sophisticated platform we are able to utilise data validation at the source,

leading error-free reporting,"

Akshay Yadav , Managing Director of Norse Ship Management added: "Smart Ship Hub has made our life simpler and the platform continues to help save resources by automating the workflows and ensuring top in line compliance with least disruption. Our DCS reporting process has never been this easy and streamlined. With multi-level validation, the data flow to DNV's Veracity platform and report generation is now in fast, gets completed with every voyage and ensures error-free submission, saving manhours and optimising our shore resources effectively."

The collaboration between Smart Ship Hub and DNV's Veracity underscores both organisations' commitment to sustainable and efficient maritime operations, simplifying compliance processes, and supporting a higher standard of data integrity within the maritime industry.

Dominic Ng, Veracity Commercial Manager APAC in DNV said: "We are able to demonstrate real added value to our customers through our partnership with Smart Ship Hub. Connecting Veracity with the digital platform from Smart Ship Hub, we make it easy for ship owners and operators to access actionable insights, data driven intelligence and regulatory filing. Data validation at source is the first step that significantly reduces the errors, following advanced checks that are in place which validates the data before verification is performed by DNV and reports can be filed." Director General Maritime Authority of Jamaica

Mental Health Support Solutions strengthens DEI commitment with dedicated LGBTQ+ psychologists



CHARLES WATKINS

Clinical Psychologist and CEO of
Mental Health Support Solutions



LUCA HÜTTER

Psychologist,
Mental Health Support Solutions



ANGELO

Psychologist,
Mental Health Support Solutions

Leading mental health support provider MHSS is proud to confirm its commitment to diversity and inclusion with the appointment of two psychologists dedicated to helping the LGBTQ+ seafaring community.

MHSS, a member of OneCare Group (OCG) recognises the need for specialised mental health support for the LGBTQ+ community. Despite growing awareness of mental health issues, queer individuals often face unique challenges of their own, along with a lack of proper acknowledgment, counselling, and psychoeducation.

The company has made the step of appointing two psychologists Luca Hütter and Angelo Tenorio, who specialise in the LGBTQ+ community, to help seafarers work through the struggles they face onboard.

Mr Tenorio, who openly identifies as gay, lives in the Philippines and has a deep understanding of the challenges faced by gay Filipino men and women, both within their communities and workplaces. Ms. Hütter, based in Berlin, prefers not to use labels; she is drawn to individuals regardless of their gender identity. While completing her training to become a Clinical Psychologist, she is currently focused on

developing workshops for seafarers that promote education and awareness around equality and respect for people of all backgrounds, genders, and sexual orientations.

Mr Tenorio highlighted the effects of the stigma surrounding this community when it comes to working onboard: "Many LGBTQ+ people are hesitant to become seafarers because they fear how they'll be treated while onboard," he says. "For those who do, months at sea can feel isolating, with some feeling as though they must hide their true identities, which can take a serious toll on one's mental wellbeing."

Many traditional perspectives, particularly among those in senior positions, often lack understanding or acceptance of the LGBTQ+ community. Add to this the variety of cultural, religious, and traditional views held by those onboard, many people in the community are left feeling like an imposter and not fully accepted by the rest of the crew.

"The environment onboard is shaped from the top. The way ship managers, owners, and captains approach DEI and LGBTQ+ issues trickles down to the entire crew," said Ms Hütter. "Each individual plays a part in shaping the working environment that they are in."

Through fostering educational discussions and providing a safe space for open dialogue, MHSS aims to create an environment where LGBTQ+ individuals feel supported and understood.

CEO of MHSS, Clinical Psychologist Charles Watkins said: "I am delighted that both Luca and Angelo are now working closely

with people from the LGBTQ+ community. It was important for us to make sure we are coming from a place of authenticity so having people directly from the community and understanding their struggles and challenges felt like a logical and much-needed next step.

"With their personal experiences, along with both being very skilled psychologists, they will ensure people from the LGBTQ community feel supported, understood and heard. I am proud that MHSS is able to offer this next level of support to seafarers struggling with their sexuality or gender onboard."

MHSS remains committed to fostering inclusivity and supporting LGBTQ+ mental health and is taking a crucial step towards ensuring that all individuals, regardless of their identity, have access to the necessary support.

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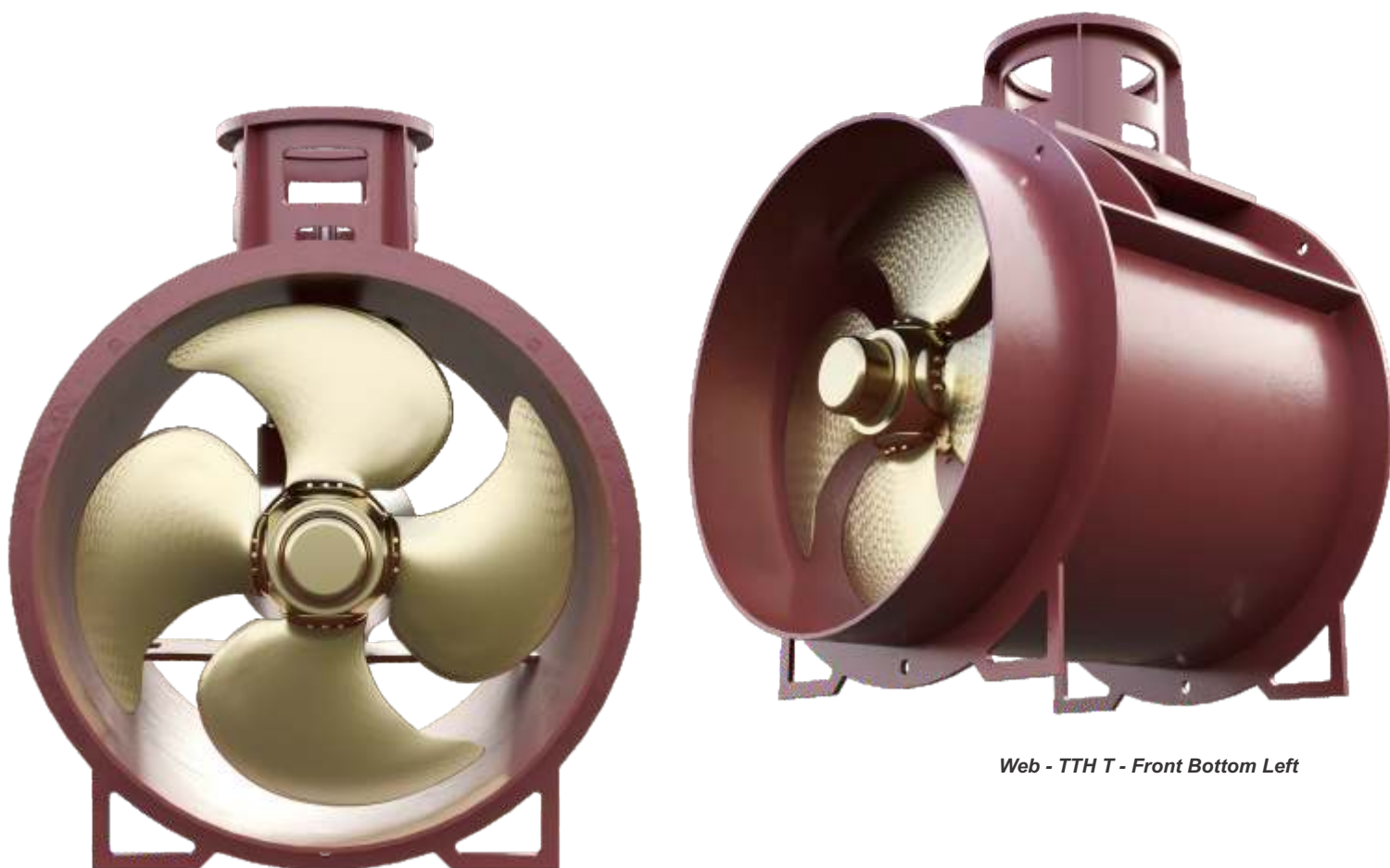
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The graphic shows a hand holding a smartphone displaying the Sailor Today Maritime Radio app interface. The background is yellow with blue and white text and icons.

KONGSBERG MARITIME LAUNCHES THE TTH TUNNEL THRUSTER SERIES FOR IMPROVED PERFORMANCE AND MAINTENANCE



ULE PM 255 - 3-4 Rear Left Top

Web - TTH T - Front Bottom Left

The new TTH series includes options like trunk-mounted installation for on-board servicing — reducing downtime and eliminating the need for dry-docking.

Oslo, Norway – 27 May 2025 - Kongsberg Maritime announces the launch of its new Tunnel Thruster type TTH – the Harmonised series – setting new standards in performance and reliability with a compact, modular design that allows for flexible installation and optimal integration into a wide range of vessel types.

"This enhanced and harmonised thruster range was developed based on our experience and expertise of over 60 years. The range offers performance and easy installation, something that is demanded by several vessel segments, and we will continue to develop the range to eventually meet the needs of owners in every segment, from workboats to large cruise ships," says Anton Westerlund, VP Product Management, Thruster Systems.

KEY INNOVATIONS INCLUDE:

- Compact thruster design for easier hull integration and reduced installation footprint
- Modular design with one core module covering several propeller diameters
- Hydrodynamically optimised blades for improved efficiency and reduced noise and vibration.
- Equipment Health Monitoring (EHM)-compatible
- Optional non-polluting sealing solutions available
- Suitable for the highest Baltic ice classes - Polar Class 6 and 7

The clearance between the propeller blade tip and the tunnel plating on the

TTH has been increased. This allows for easier installation and reduces paint erosion in the propeller path. It also further reduces noise and vibration levels. The new TTH series meets the demanding requirements of dynamic positioning (DP) and auxiliary propulsion applications.

The TTH series supports both controllable pitch (CP) and fixed pitch (FP) configurations and is fully interchangeable with existing Kongsberg type TT thrusters. Optional features such as the Super Silent (SS) tunnel and Trunk Mounted (TM) configuration further enhance onboard comfort and maintainability.

TTH units will be part of Kongsberg Maritime's unique Thruster Support Pool, which drastically cuts thruster maintenance time by giving vessel owners access to a pool of immediately available, refurbished thrusters.

The first models in the new TTH series feature propeller diameters of 1650 mm and 1850 mm, and power ratings up to 1250 kW.

With the TTH series, Kongsberg Maritime leads the way in marine propulsion innovation that addresses the need of shipowners and charterers for performance, operational flexibility and ease of maintenance.



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