

Thom Kuijpers

Rotterdam, work on or with the water. With family, friends and other relations in the maritime industry, it was inevitable for me to chase my dream as well. When I finished my study international business and management, I knew I wanted to work for companies with their field of activity around the globe. The products in our market break records, they are tough, strong and durable. I wouldn't want to be anywhere else, than here in the maritime business. As a born and raised Rotterdam inhabitant, you should do your bit in the harbour anyway. So, now I work at the Rotterdam office of **YER** and I'm responsible for the search and placement of specialists and managers in the maritime industry. This means that for some of the most prestigious companies of this country I'm in charge of the recruitment of their future stakeholders. During the recruitment process I get to speak to a lot of diverse characters, get familiar with all kind of processes and visit inspiring offices and yards.

Four years ago I started working in the recruitment industry, at my former employer I worked for companies in the civil engineering sector. A market which lies very close to the maritime industry, everybody is familiar with companies like BAM, van Oord and Dura Vermeer.

YER

Half a year ago I made the move to **YER, Young Executive Recruitment**. There were a couple of important reasons for me in making the decision to start at YER. YER was founded 23 years ago by Tim and Jaap, they are both still highly active in running the company. Tim is actually aiding me while expanding our maritime network. Most of you know that it's rather unique that company founders remain involved with daily business for such a long period. Secondly, YER has companies and possibilities around the globe. Spain and the US offices are good examples of the success we have abroad. The offices were set up by

former YER employees from the Netherlands with a wish to move abroad. Enterprising, innovating and initiating are clearly highly encouraged by the YER organisation. And finally, it was important for me to join an organization where I could improve myself and excell. At YER you will find consultants with 5 to 10 years experience in the business.

**Young Maritime Academy**

During the first months in the maritime industry I met a lot of new people, one of them was Joop Bartels. Joop made a striking first impression: he knows pretty much everybody in the market, works with a high level of humour and will always help you, in any way possible. Through Joop I also came into touch with Daniëlla Vermeer, initiator of Young Maritime International. With her I discussed the difficulties and complications high potentials face while trying to start their career. During numerous brainstorm sessions we explored possibilities in solving both the problems of the youngsters and the companies trying to train and retain them.

We bundled our strengths and started the **Young Maritime Academy**, a plan also highly endorsed by the YER organisation. In this concept trainees will be backed by external support, extra courses and masterclasses provided by the markets top level stakeholders. For companies this means that they can start hiring inexperienced staff with little internal effort in getting them at the desired efficiency level.

So if you're interested in a jump start of your career, you're free to contact me at any time.

