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Your Partner of Choice!  
**Premier Recruitment  
Services in Shipping**

**ICAP Executive Search**, capitalizing on its more than 45 years of experience, is within Greece's 5 Leading firms in its field specializing in **Search - Assessment - Selection**.

More than that, **ICAP Executive Search** works with leading Shipping Companies offering a creative approach when it comes to **sourcing top talent in shore personnel**.

We are committed to deliver **ever higher standards** in recruitment services, offering our clients **confidentiality, reliability** and **effectiveness**.

Our consultants can bring both **Functional and Sectorial expertise** to a project, assessing not only the soft and technical skills of candidates, but also their personality traits, values, motives and derailers, always considering **cultural fit** and **industry dynamics**.

We pride ourselves that **we are among the few that can present a portfolio of successful placements** of Junior, Middle and Senior Level Professionals in the **Shipping and Maritime Industry** across all functions:

### Technical Management / Operations Management / HSQE / Purchasing / Chartering / Crewing / IT / Finance

The core of our **Approach** is based on an Executive Search & Selection Model involving **five critical stages**:

- **Clarify** the required know-how and skill set, key competencies and personal attributes.
- **Target on the right candidates** through effective market research and reaching out to candidates directly, but also capitalizing our strong on-line presence, CV Database and wide professional network of Shipping and Maritime Professionals.
- **Assess** the candidates in depth using a combination of methods and tools (Structured Competency Based Personal Interviews, Personality Inventories and Aptitude Tests).
- **Select and Present** a Short List of the most qualified candidates and provide valuable and in-depth information on candidates.
- **Follow up** on the placed candidates' performance to ensure the candidates' smooth integration in your environment.

Today's hiring landscape in the Shipping and Maritime Industry is more competitive than ever.

**Take the time to assess your strategy in sourcing top talent.**  
**Consult ICAP Executive Search & Selection**  
**Your Partner of Choice in Shipping and Maritime Industry.**



People Solutions

is the Member of



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