

PROFIL



GATOT CAHYO SUDEWO, SE, M.M.Tr, CPHCM



Established since 1990

CHAIRMAN

(CIMA - Consortium of Indonesian Manning Agency)

PRESIDENT DIRECTOR

PT Sillo Bahari Nusantara Jakarta

Ship Manning Agency

for Recruitment & Placement of Seafarers,

SIUPPAK No. 17.2 Year 2015



■ **EDUCATIONAL BACKGROUND:**

- Master Degree In Management, at STMT Trisakti Jakarta, majoring in Sea Transportation Management, 2015
- Bachelors Degree in Economics, at STMT Trisakti Jakarta, majoring in Sea Transportation Management, 2012
- STCW COC Class 3 (Deck), 2001
- 2nd Class Radio Telegraph Operator Certificate, 1988

■ **PRIOR EXPERIENCE:**

- Sailed as Marine Officer (1989 - 2007)
- Shore Carrier started from 2007 – at present
- Crewing Manager
- HSE Manager/DPA
- Managing Director/QMR
- Operation Director/QMR
- Senior Manager Operation
- President Director

An aerial photograph of a busy port. On the left, a large container ship is docked, its deck covered with stacks of colorful shipping containers. Yellow gantry cranes are positioned along the ship's side. To the right of the ship, a vast yard is filled with hundreds of stacked shipping containers in various colors like blue, red, green, and orange. The background shows more industrial structures and the sea.

1. INDUSTRIAL ENGAGEMENT

**BETWEEN INDUSTRIAL
WITH MARITIME UNIVERSITIES**

2. INTERNATIONAL & NATIONAL

CADET CHANCE & OPPORTUNITY

INDUSTRIAL ENGAGEMENT BETWEEN INDUSTRIAL WITH MARITIME UNIVERSITIES



Industri Maritim

Ship Owner

Ship Management

Ship Manning Agency

Shipping Agency

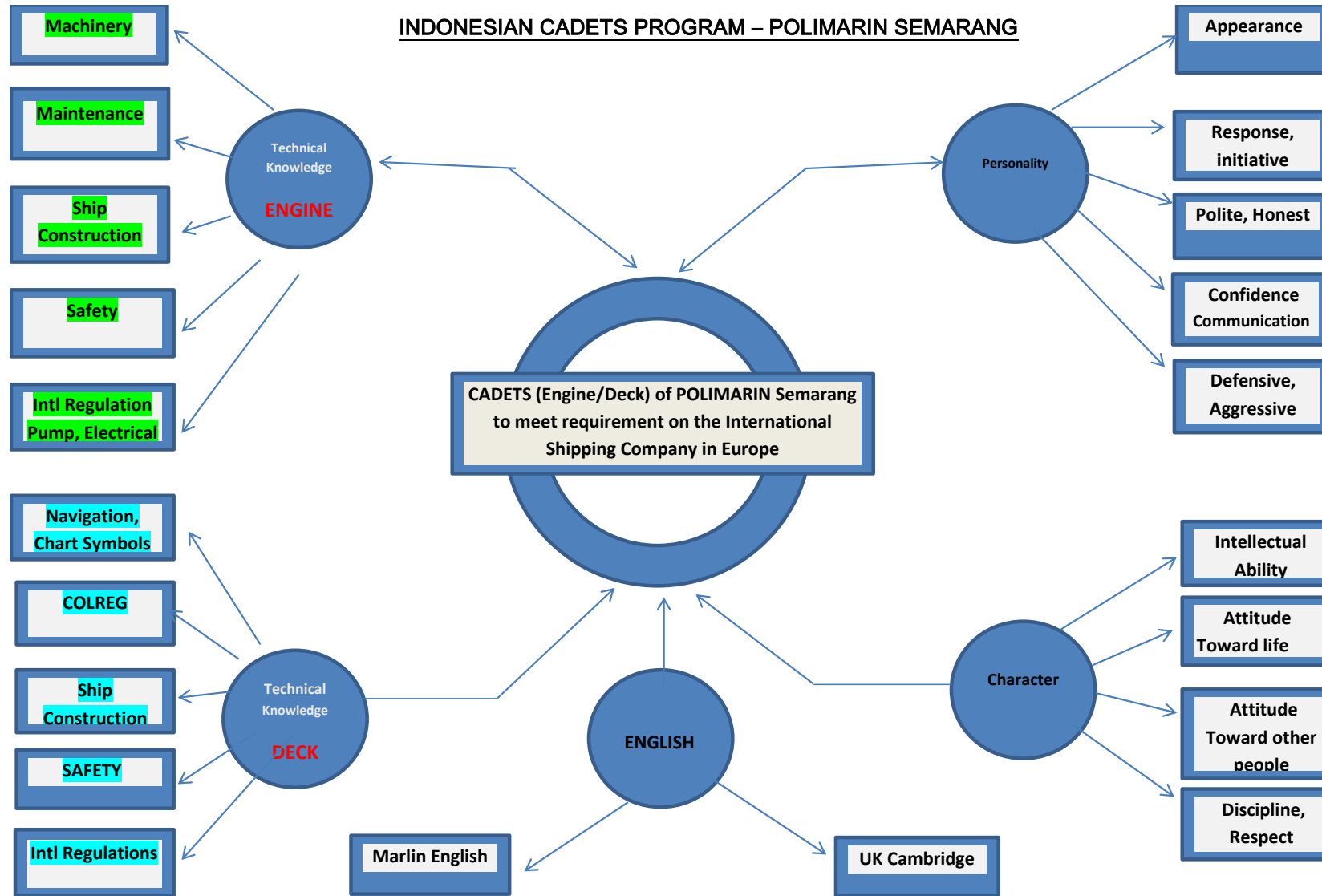
Stevedoring

Survey

Other Services

- 
1. Perwira diatas kapal milik perusahaan Pelayaran Asing dan Domestik
 2. Industri Pelayaran
 3. On Shore/Off Shore (Pengeboran Minyak)
 4. Instansi Pemerintah
 5. TNI/POLRI
 6. Biro Klasifikasi Asing dan Domestik
 7. Marine Surveyor
 8. Auditor MARPOL, ISM CODE, ISPS CODE

Cadet Recruitment Process





Cadets Recruitment Process

1. Obtained letter for sea board training
2. Motivation of Letter
3. Marlin English Test (Taken from Marlin Test Approved Centre) , min score requirement 70%
4. Assessments Test:
 - Technical Acknowledge ENGINE (Machinery, Maintenance, Ship Construction, Safety, and International Regulation, Pumping system and Electrical System)
 - Technical Acknowledge DECK (Navigation, Charts Symbols, COLREG, Ship Construction, Safety, International Regulation)
 - Psychometric Test
 - *Online Compliance Training via Skill Soft*
 - *Online Wellness at Sea course (consisting of social, emotional, physical, and intellectual wellness)*
 - Cognitive Skills Test (CSS) and Soft Skills Test (3S) which's provided by Safe bridge Germany)
5. Skype Interview (Personality and Character)
6. Sea Board Training for 12 months

4 PILLARS OF IMO

4 PILLARS OF IMO <for the purpose of high-quality shipping service>



SOLAS-1974

Safety of Life at Sea
[Ratifikasi Kepres No.
65, 1980]

Keselamatan
Pelayaran

MARPOL-1973

Marine Pollution
[Kepres No 29, 2012]

Perlindungan &
Penanggulangan
Pencemaran Laut

STCW

Standard of Training
Certification &
watchkeeping
[Kepres No 60, 1986]

Kompetensi
Keahlian Pelaut

MLC-2006

Maritime Labour
Convention
[UU No 15, 2016]

Kesejahteraan Pelaut
(Standar Ketenagakerjaan)

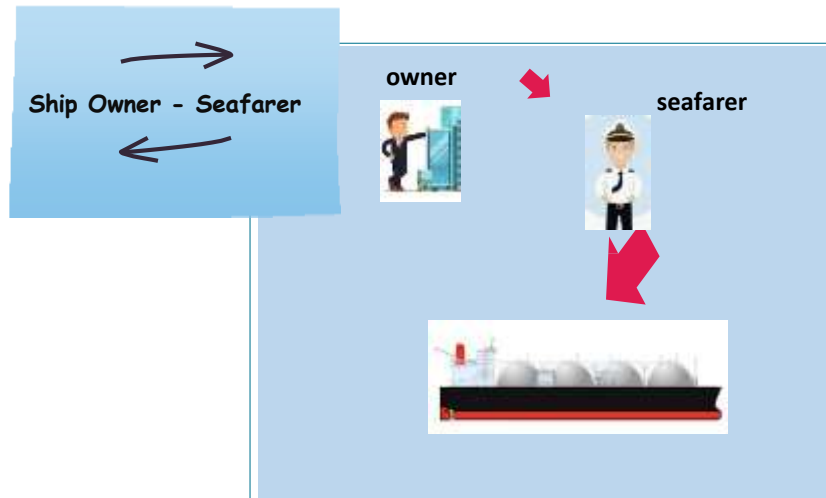
In-house training needed prior entering to the shipping industry:

1. Learning Attitude – Ability self-driven, self-organized learning, Character
2. Maritime English – fluently used in shipboard communication
3. Practical navigational / engineering skills – ability to apply theoretical knowledge
4. Teamwork Capability – Ability to actively participate in Bridge / Engine Room Teams
5. Stress Resilience – Ability act under stress situations

Note:

- Collaboration between Maritime Institutions with Ship Manning Agency or Int'l & Local Shipping Company
- Provided the Qualified Trainers (Deck / Engine)
- Recruited Lectures from Shipping Industry
- To be supported by the Indonesia related Ministries

Cadet work entrance



Bekerja



Pemerintah
Pemerintah Daerah

JUMLAH DIKLAT = 56 (- data PPSDM 2016)

- a) Diklat COC
- b) Diklat COP



Dokumen

Sertifikat (COC & COP) Rekrutment

Proses Pelatihan

Perjanjian Kerja Laut (PKL)

Sijil

CBA/KKB

Lapor KBRI

Penempatan Penggajian

Pemulangan



NORD Organization

WHO IS NORD?



COMPANY HISTORY

The Oldendorff family commenced in shipping 1921
NORD was established in Hamburg in 1964

- Initial vessels were tweendecker bulkers
- •First new-buildings 1969
- •Entry into container segment in 1979

The Cyprus office was founded in 1986

- Entry into panamax bulk market in 1992
- Entry into tanker market in 1997
- After the demise of Klaus E. Oldendorff in 2003, ownership and control was ultimately passed on to his sons Christian and Nikolaus Oldendorff.

The Netherlands office was founded in 2013

- Hanseatic Unity as joint venture chartering with Bernhard Schulte was founded in 2012 with offices in Hamburg, Singapore and Limassol.



TYPE OF VESSEL



TANKER FLEET VLCC, crude

MT POWER D	319,000 DWT	2003
MT ENERGY R	319,000 DWT	2003



TANKER FLEET Aframax, crude plus + New Building

MT NORDPENGUIN 2)	112,000 DWT	2018
MT LOTUS1	105,100 DWT	2013
MT NORDTULIP1	105,100 DWT	2013
MT ORCHID	105,100 DWT	2013
MT NORDROSE	104,600 DWT	2012
MT NORDBAY 2)	116,000 DWT	2007



TANKER FLEET LR2/Alframax, Oil Product Tanker

MT NORDDOLPHIN	114,000 DWT	2017
MT NORDMARLIN	114,000 DWT	2017



BULKER FLEET Handysize

MV N LOIRE	37,500 DWT	2013
MV NORDSCHELDE	37,500 DWT	2013
MV N DISCOVERY	37,500 DWT	2012

Klik Link ini jika ingin lihat ke File NORD Pdf

cadet achievement



m 40 P – Evaluation Form

RECDER: NORD GRIS

EVALUATION FORM – CADET

FREDRIKUS KRISNADANI		VESSEL: NORDTIGRIS	
DECK CADET	NATIONALITY: INDOONESIAN	DATE OF BIRTH: 18/07/1997	
ING: 07/10/2019	DATE OF EVALUATION: 20/01/2020		
REPORT: One month after joining ☐ Two month's reports ☐ Other Request ☒			
Master / Ch. Eng. Sign Off ☐ Crewmember Sign Off ☒			

DETAILED EVALUATION BY HEAD OF DEPARTMENT

GRADING CODES	5-very good	4-good	3-satisfactory	2-below average	1-unsatisfactory	N/A-not applicable
INTEREST IN TRAINING	5					
USE OF MANUALS / LITERATURE FOR TRAINING	5					
PROGRESS WITH CADET TRAINING RECORD BOOK	5					
INTEREST IN 3/O's / 4/E's / ELEC's DUTIES	5					
NAVIGATION / ENGINEERING KNOWLEDGE	5					
PHYSICAL CAPACITY / HEALTH	5					
SOBRIETY	5					
PERSONAL APPEARANCE	5					
ATTITUDE TOWARDS SENIORS	5					
ATTITUDE TOWARDS OTHER NATIONALITIES	5					
INTEGRATION WITH OTHER CREWMEMBERS	5					
PUNCTUALITY	5					
RELIABILITY	5					
ABILITY TO WORK WITH OTHERS	5					
INITIATIVE AND DRIVE	5					
RESPONSE IN STRESSFULL SITUATIONS	5					
INDEPENDENT WORKING	5					
SAFETY BEHAVIOUR	5					
COMPLIANCE WITH RNSMS	5					
WORKING DISCIPLINE AND RESPONSIBILITY	5					
OFFICER LIKE QUALITIES	5					
ENGLISH – SPEAKING ABILITY	5					
ENGLISH – WRITTEN ABILITY	5					

INTEREST IN TRAINING	5
USE OF MANUALS / LITERATURE FOR TRAINING	5
PROGRESS WITH CADET TRAINING RECORD BOOK	5
INTEREST IN 3/O's / 4/E's / ELEC's DUTIES	5
NAVIGATION / ENGINEERING KNOWLEDGE	5

PHYSICAL CAPACITY / HEALTH	5
SOBRIETY	5
PERSONAL APPEARANCE	5
ATTITUDE TOWARDS SENIORS	5
ATTITUDE TOWARDS OTHER NATIONALITIES	5
INTEGRATION WITH OTHER CREWMEMBERS	5
PUNCTUALITY	5

RELIABILITY	5
ABILITY TO WORK WITH OTHERS	5
INITIATIVE AND DRIVE	5
RESPONSE IN STRESSFULL SITUATIONS	5
INDEPENDENT WORKING	5
SAFETY BEHAVIOUR	5
COMPLIANCE WITH RNSMS	5
WORKING DISCIPLINE AND RESPONSIBILITY	5
OFFICER LIKE QUALITIES	5

ENGLISH – SPEAKING ABILITY	5
ENGLISH – WRITTEN ABILITY	5

FULL NAME:	WIMPY YUWONO	VESSEL:	NORDVIOLET
RANK:	Deck Cadet	NATIONALITY:	Indonesian
DATE OF JOINING:	25.09.2020	DATE OF BIRTH:	15.11.1996
DATE OF EVALUATION:			
OCCASION FOR REPORT: One month after joining ☐ Two month's reports ☐ Other Request ☒			
Master / Ch. Eng. Sign Off ☐ Crewmember Sign Off ☒			

DETAILED EVALUATION BY HEAD OF DEPARTMENT

GRADING CODES	5-very good	4-good	3-satisfactory	2-below average	1-unsatisfactory	N/A-not applicable
INTEREST IN TRAINING	4					
USE OF MANUALS / LITERATURE FOR TRAINING	4					
PROGRESS WITH CADET TRAINING RECORD BOOK	5					
INTEREST IN 3/O's / 4/E's / ELEC's DUTIES	5					
NAVIGATION / ENGINEERING KNOWLEDGE	4					
PHYSICAL CAPACITY / HEALTH	4					
SOBRIETY	4					
PERSONAL APPEARANCE	4					
ATTITUDE TOWARDS SENIORS	5					
ATTITUDE TOWARDS OTHER NATIONALITIES	5					
INTEGRATION WITH OTHER CREWMEMBERS	4					
PUNCTUALITY	4					
RELIABILITY						
ABILITY TO WORK WITH OTHERS						
INITIATIVE AND DRIVE						
RESPONSE IN STRESSFULL SITUATIONS						
INDEPENDENT WORKING						
SAFETY BEHAVIOUR						
COMPLIANCE WITH RNSMS						
WORKING DISCIPLINE AND RESPONSIBILITY						
OFFICER LIKE QUALITIES						
ENGLISH – SPEAKING ABILITY						
ENGLISH – WRITTEN ABILITY						

How would you rate this individual against all other of the same rank that you have known?	4	5 – is superior to all 4 – is superior to most 3 – is equal to most	2 – is poorer than most 1 – is unacceptably poor
How would you rate this Cadet's ability to become a competent Deck Officer / Engineer?	5	5 – Ready to be an Officer 4 – Will be ready with more training 3 – Not yet ready	2 – Needs more effort 1 – Not suitable for becoming an Officer
GENERAL COMMENTS AND/OR TRAINING NEEDS, RECOMMENDATIONS (REMARKS REQUIRED FOR GRADES 2 AND 1)			
SHIPBOARD TRAINING OFFICER / HEAD OF DEPARTMENT: MASTER:			
Mr. Wimpy is a very good deck cadet, performing his assigned job very well without remarks. He possess officer's qualities and knowledge. He is ready to be an officer.		A very good Deck Cadet. I recommend that he be promoted to 3 rd	

How would you rate this individual against all other of the same rank that you have known?	4	5 – is superior to all 4 – is superior to most 3 – is equal to most	2 – is poorer than most 1 – is unacceptably poor
How would you rate this Cadet's ability to become a competent Deck Officer / Engineer?	5	5 – Ready to be an Officer 4 – Will be ready with more training 3 – Not yet ready	2 – Needs more effort 1 – Not suitable for becoming an Officer

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Mr. Wimpy is a very good deck cadet, performing his assigned job very well without remarks. He possess officer's qualities and knowledge. He is ready to be an officer.	A very good Deck Cadet. I recommend that he be promoted to 3 rd Officer.
Name & Signature: C/O STEPANOV S.G.	Name & Signature: Capt. DODANTENNE L.S.

TO THE CREWMEMBER

I have received a completed copy of this report and have had the opportunity to discuss it with Master / Training Officer / Head of

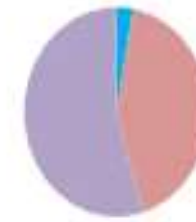
INTERNATIONAL & NATIONAL

CHANCE & OPPORTUNITY



43.505 Armada Kapal Niaga Indonesia (Juli 2020).
99 % berlayar dalam negeri/ domestik
12.258 Kapal memiliki GT 500 atau lebih (28 % dari Total Armada)

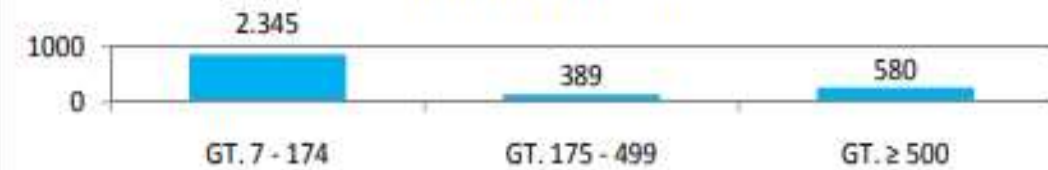
Sumber: Capt. Zaenal A. Hasibuan, Ketua Bidang Organisasi & Keanggotaan DPP INSA, 20 Jan 2021



■ KAPAL PENUMPANG
■ KAPAL IKAN
■ KAPAL BARANG



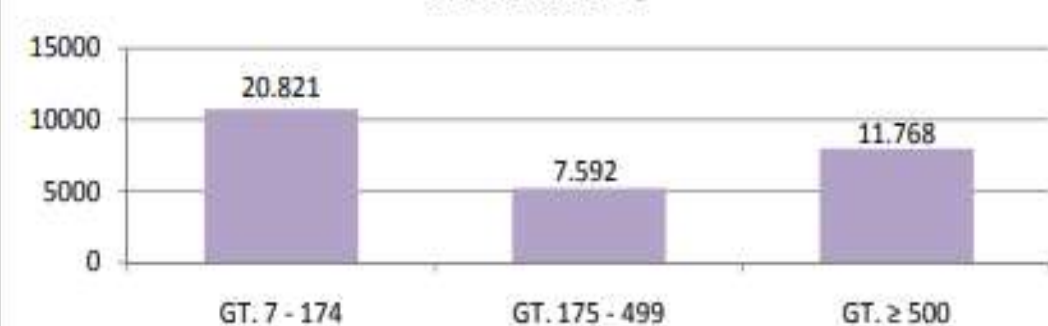
KAPAL PENUMPANG



KAPAL PENANGKAP IKAN



KAPAL BARANG





Issue International Seafarer Workforce Report BIMCO 2021 :

- 1.** Report predicts that there will be a need for an additional 89,510 officers by 2026 to operate the world merchant fleet. The report estimates that 1.89 million seafarers currently serve the world merchant fleet, operating over 74,000 vessels around the globe.
- 2.** The new report also highlights a current shortfall of 26,240 STCW certified officers, indicating that demand for seafarers in 2021 has outpaced supply. Although there has been a 10.8% increase in the supply of officers since 2015, this shortfall could be due to a reported increase in officers needed on board vessels, with an average of 1.4 officers required per berth.
- 3.** The good news is that in the past five years the industry has made good progress in reducing officer turnover rates from 8% to 6%, retaining qualified seafarers and increasing the number of years that they serve at sea



International Shipping Company Expectation for Ins. Seafarers :

1. Professional knowledge and skills (nautical or engineering)
2. General English and Maritime English communication skills
3. Attitude – commitment to a career in international shipping and willingness to learn
4. Behaviours manner – safety, discipline, appearance, self-confidence, cross culture
5. Professional problems skills
6. Understanding with International Regulation/Conventions
7. Understanding with specific requirement related to ship's operation (tanker, Container, Bulk Carrier, OSV etc)
8. Safe, reliable and efficient ship operation by dedicated and qualified seafarer on board to achieve higher income at the lowest possible operating cost
9. Consistently delivering cargoes on time, and in the same condition as they are shipped
10. Maintaining ship's owners assets and protection ship owner customers' reputation through integrity, full compliance and a top quartile safety and performance record.

CIMA (Consortium Of Indonesian Manning Agencies) MGK – KEMAYORAN BUILDING Floor 1 Block C2 – 9

Jl. Angkasa Kav. B-6, Kemayoran , Jakarta Pusat – 10610, Indonesia

Email : info@cima.or.id , website : www.cima.or.id Mobile : +62 821 1237 0453 IG : @cimaofficial7

TERIMA KASIH

JAYALAH CIMA, JAYALAH INDONESIA

