

# Singapore Oldendorff Trainee Program

Where your professional voyage begins



OLDENDORFF® 

# OLDENDORFF CARRIERS

AT A GLANCE



## 100 YEARS OF SHIPPING

Our story goes back to 1921, when 21-year-old Egon Oldendorff became a partner in a small Hamburg shipping business. From a local focus in the Baltic timber trade, Oldendorff grew into becoming one of the largest drybulk shipowners and operators in the world.

## TEAMWORK IS OUR CULTURE

People matter more than roles. That's why Oldendorff would rather create a new role than lose a good Oldendorffer. Sometimes, personal circumstances put pressure on individuals, but the company will often try to find a way to accommodate their wishes.

**4,500+**  
MEMBERS OF  
STAFF GLOBALLY



**60**

NATIONALITIES &  
107 LANGUAGES SPOKEN



## FREEDOM TO ROAM

There is no map to follow. No complicated policies or rules to restrict you and no one to punish you if you go astray.

Our belief is that with no obstacles, rules, policies and guidelines, this would enable people to find better ways of doing things.

## SAFE WITH US

We recognise that clean oceans and clean air are vital for our survival, both as a company and as individuals.

Since 2013, Oldendorff has invested \$3 billion in 90 new eco vessels built in China, Korea and Japan, which have fuel-efficient and reduced greenhouse gas emissions engines, and a number of fuel saving devices to reduce consumption and carbon emissions.





About the

# SINGAPORE OLDENDORFF TRAINEE PROGRAM

The Singapore Oldendorff Trainee Programme is a holistic two-year rotational Trainee Programme, in which the candidate will be introduced to various departments within Oldendorff. We are looking for highly motivated, confident and hands-on individuals that have developed a passion for the shipping environment. The aim of the two-year programme is not only for the candidate to get an overview of our business and company, but also to gain an in-depth knowledge of the dry bulk sector and its potential career paths within Oldendorff.



The programme offers ambitious and inspirational candidates a chance to gain an in-depth understanding of our business.

During the 2 years' programme, you will get the opportunity to dive into functions and operations in a variety of departments in a defined order.

Working along side our professionals, networking with fellow trainees and colleagues and learning from the best is a unique chance to kick-start your successful career in the Maritime Industry.



The Programme is divided into multiple sections, whereby you will be attached to different desks and departments.

This is to ensure a holistic combination of theoretical and practical training, including occasional self-studies and visits to our external business partners.

The Oldendorff Trainee Programme is an excellent ground for our young talents to build a successful shipping career in Operations, Chartering, Bunker, Freight trading or Management positions in shipping.



About the

# SINGAPORE OLDENDORFF TRAINEE PROGRAM

Each year, we as Oldendorff, carry about 380 million tons of bulk and unitized cargo around the world. We perform 15,000 port calls in 118 countries. On average, we operate 700 chartered and owned ships at any one time. Being with us, means working in a continuously changing internationally environment, where reliability is appreciated as is team spirit. Combined with a healthy driver to keep seeking for areas to develop you and your company to reach higher goals – we welcome you to set sail with us.

## Tasks

- Rotating through all relevant operational and commercial departments for two years.
- Dealing with port expenses / hire payments / freight / demurrage.
- Calculation of laytime.
- Working with shipping agents / the crew and stevedores loading cargoes / meeting captains.
- Washing cargo holds and hatch covers / Making inspection with surveyors.
- Operating ships throughout the world, including calculating bunkers and cargo intake, speaking to parties, organizing surveys, giving instructions to master / agent and troubleshooting, dealing with Bill of Lading & LOI, as well as interacting with the supportive function of the company.
- Understanding and handling with claims and learning how to find commercial settlement.
- Using internal software system such as Veson, Voyage Estimator, and MarineTraffic.
- Sailing onboard a vessel as a cadet for 2 months.

## Requirements

- Must have a degree in Maritime studies, Economics or related field.
- Team player with the ability to handle various tasks simultaneously.
- Should be open minded, hands-on, commercially minded, as well as willing to learn and acquire new skills in a fast-paced environment.
- Excellent communication skills in an international setting is essential.
- Demonstrate a self-driven, highly motivated and outspoken personality.
- Willingness to travel and potentially live abroad for training purposes (subject to the developments of COVID-19 and safety assurance).
- Ability to work well under pressure.
- Fluency in English (spoken/written) is essential.

## Desired Skills / Traits

- Should ideally be a fresh graduate.
- Demonstrates confidence, curiosity and a “hunter attitude”.
- Open to constructive criticism and direct feedback.



The Programme is divided into multiple sections, whereby you will be attached to different desks and departments.

This is to ensure a holistic combination of theoretical and practical training, including occasional self-studies and visits to our external business partners.

The last segment of the Programme, you will be attached to our Fleet and Crewing department in Germany, Luebeck.

About the

# PROGRAM STRUCTURE

## Section 1

- Port Operations

Duration: 8 weeks

## Section 3

- Port Disbursement
- Hire
- Freight & Laytime
- Research & Commodity

Duration: 7 weeks

## Section 5 (Germany)

- Fleet Management

Duration: 2 weeks

## Section 2

- Basic Occupational Safety and Security Certification
- Sailing On-Board Vessel as a cadet

Duration: 10 weeks

## Section 4

- Operations
- Bunkers
- Sustainability
- Operation Claims
- Legal
- Broker
- Chartering

Duration: 69 weeks



Order and duration of Sections may be subject to change, depending on Manpower & Training capacities of respective departments, business needs & volatile vessel schedule in Section 2.

# OUR GRADUATES



**Johnnie Ang**  
**Senior Operations Manager (SOTP Trainee 2014-2016)**

"I joined Oldendorff Singapore Operations Trainee Program (SOTP) more than 8 years ago. The training program is definitely a good learning platform for fresh graduates as it provides practical On-Job trainings and rotation among different departments, something that one could never get from textbooks. Together with the fantastic working environment in a diversified culture, the trainee program aims to develop one into an all-rounder professional in shipping operations which is a pivotal role in the industry"

**Thum Jie Heng**  
**Operations Manager (SOTP Trainee 2018 - 2020)**

"The SOTP programme provides multifaceted knowledge and experience necessary for success in the maritime industry. It is important, especially when just starting out in the maritime industry, to be exposed to a wide range of roles within a shipping company. Oldendorff has experienced veterans in every department who can show you the difficulties they have faced in the past and how they have overcome them. The final result is that you are able to understand your colleagues better and work more efficiently with them, thus propelling your career to greater heights."



**Aditya Rayakar**  
**Chartering Manager (SOTP Trainee 2020 - 2022)**

"As a SOTP, I am encouraged to work in cross functional departments and even offices overseas, which is especially appealing for young graduates like myself, who seek a good challenge and international exposure. The trainee program has groomed me to be a professional shipping operator, one who is always prepared for the adversities of the shipping environment."



**Khoo Yong Lin**  
**Operations Manager (SOTP Trainee 2021 - 2023)**

"Oldendorff's SOTP program is comprehensive and provides a good foundation for anyone starting out in the shipping industry. As one of the most established graduate program in the industry, it provides its trainees with extensive exposure to the dry bulk market, equipping them with the necessary skills required to excel in their subsequent roles. My personal experience in the SOTP program has been amazing as I had gained not only professional and practical knowledge, but also valuable friendships."



# OUR GRADUATES



**Rebekah Lim**  
**Operations Manager (SOTP Trainee 2021-2023)**

“The SOTP program offers countless opportunities for growth, providing a unique platform to learn from and work alongside industry professionals worldwide. With in-depth exposure to the maritime sector, you will gain valuable insights and hands-on experiences, including port visits, sailing onboard Oldendorff’s owned vessels, and much more. You will also be part of a dynamic, supportive team that fosters both your professional and personal development. This comprehensive program is designed to equip you with the knowledge, skills, and confidence needed to excel in the fast-paced and ever-evolving maritime industry.”

**Brian Hong**  
**Operations Manager (SOTP Trainee 2022 - 2024)**

“The Singapore Operation Trainee Program is designed to provide hands-on experience and comprehensive training in the logistics and shipping industry. Trainees will gain a holistic understanding of the shipping industry through the rotations between different departments such as Port Operations, Marine Accounting, Operation, Chartering, Legal and more. Trainees will also get a unique experience of sailing onboard one of our vessels to have the true maritime experience.

Throughout the program, trainees will be guided by professionals of the various departments, learning what the department is about and understanding the role that each department plays. The training will focus on building problem-solving skills, improving efficiency, and ensuring compliance with local and international shipping standards. Being part of a large international company also offers the opportunity to collaborate with diverse teams across the globe, gaining valuable insights into global markets and expanding professional networks.

By the end of the program, participants will be equipped with the knowledge and skills required to pursue a career in shipping operations. This program is ideal for individuals who are interested in developing a career in the Maritime Industry“



**Yeo Jieqi**  
**Operations Manager (SOTP Trainee 2022 - 2024)**

“Being in the Oldendorff SOTP trainee for 2 years allowed me to gain deeper insights into the maritime industry as a whole which is greatly beneficial for someone who does not have a shipping background. The rotational program started off with the basics which gave me an overview of what a ship is before diving into each specific details, various restrictions and planning we have to take note of as a ship operator.

The rotation to other departments such as Marine Accounting further equips us with the understanding of how certain instructions and decisions made during the voyage will affect the profits and losses after the completion of the voyage. Having the privilege to rotate to many different departments including being at sea and other external companies really allowed me to understand the role of each department and how each and everyone of them is playing a crucial role from the start to the end of the voyage. As someone who entered the industry with no prior related experience, this rotational program is very useful and beneficial as it allows me to understand and connect the dots from various aspects as I pursue my career as a ship operator.”





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