ABL
An ABL Group Company

JOB COMPETENCY PROFILING FOR PORT MARINE PERSONNEL

Key benefits

Competency profiles aligned with international maritime standards, job descriptions, port risk profiles and safety critical task controls.

Clear, detailed roadmap for individuals' skills development, enabling continuous personnel advancement.

The deliverable of a sustainable improvement model for competency assurance ensured by the widely recognised Define, Measure, Analyse, Design, and Verify (DMADV) methodology.

Ports and harbours are critical nodes in the global trade network, and their successful operation hinges on the competency of port marine personnel.

With more than 150 years of legacy in maritime consulting and unparalleled in-house technical and operational expertise across all maritime markets, ABL is a trusted leader in providing advanced solutions for port marine personnel competency, leveraging this extensive industry expertise in Asset Integrity Management (AIM) and Marine Operations. Our approach combines the strategic partnership between our AIM and Maritime teams.

Our specialists employ a variety of methods to ensure competency, including an extensive portfolio of training courses, competency assessments, and the development of comprehensive job competency profiles for port marine personnel in positions of responsibility for the management and execution of marine and navigation safety.

These job competency profile address current industry challenges and meet rigorous international standards.

Market challenges

- Skills dilution and a lack of specialised expertise in critical areas.
- Existing job competency profiles are outdated and not aligned with evolving standards.
- Misalignment with key international standards, including:
  - International Convention for the Safety of Life at Sea (SOLAS)
  - International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW)
  - International Convention for the Prevention of Pollution from Ships (MARPOL)
  - The International Harbour Masters' Association (IHMA) International Occupational Standards for Harbour Masters
  - International Labour Organisation (ILO) Guidelines on Training in the Port Sector
  - Oil Companies International Marine Forum (OCIMF) Training, Accreditation, Inspection and Self-Assessment Programmes and Guidelines

ABL's competency solution

ABL implements a three-phased approach for a Competency Management System (CMS) to create clear, internationally aligned competency profiles. This CMS approach emphasises continuous development through a progression from awareness to mastery, addressing real-world performance and application.

Phase 1: Definition and Analysis

- Define program goals and problem statements.
- Conduct a comprehensive gap analysis and develop a structured improvement plan.

Phase 2: Implementation and Verification

- Create Job Competency Profiles.
- Assess applicability of global standards, confirm assessor and verifier qualifications, and issue report for client approval.

Phase 3: Handover and Control

- Provide control measures to client to ensure continuous adherence to standards through trained assessors and verifiers.

Our Value

150+ years of marine legacy

50% of staff from sea-faring background

In-house portfolio of virtual, in-person, and hybrid training courses

Multi-disciplined marine, engineering expertise

Global Partner. Local Expert.

ABL is a leading global independent energy and marine consultancy working in energy and oceans to de-risk and drive the energy transition across the renewables, maritime and oil and gas sectors. We offer our clients the deepest pool of world-class expertise across marine and engineering disciplines from more than 300 locations worldwide.

ABL has offices in all major marine and energy hubs worldwide. We have offices in 43 countries across Europe, Africa, the Americas, the Middle East, Asia, and Australia. Our extensive global footprint allows us to provide more local expertise and a swifter response to wherever our customer's projects or assets are.