

A man and a woman, presumably yacht crew members, are standing on a wooden deck. They are both wearing white short-sleeved polo shirts with a small logo on the left chest and dark shorts. The woman is on the left, wearing sunglasses and has her hair tied back. The man is on the right, also wearing sunglasses and a watch on his left wrist. They are both smiling at the camera. The background shows a white building with arched windows and balconies, and some palm trees. A blue diagonal line runs from the top left to the bottom right of the image.

QUAY CREW

YACHT CREW
INTERVIEW
TIPS

THE PROCESS

If you're looking for a superyacht role through an agency, then the first person to effectively interview you is the recruitment consultant.

We will ask you a series of both predetermined and bespoke questions that will aim to uncover your practical experience, qualifications, mindset, character and yachting career goals.

From this, we will be able to determine which yachts you are best suited to.



QUESTIONS WE MIGHT ASK:

- 1 Why did you/do you want to get into yachting?
- 2 How did you get your first role?
- 3 How long have you been in each role?
- 4 What are/were your key responsibilities?
- 5 Why are you leaving your current yacht (if applicable)?
- 6 How soon are you available?
- 7 Where are you based?
- 8 Do you have any tattoos and do you smoke?
- 9 What's been your biggest achievement outside of work?
- 10 What are your long-term career goals?
- 11 What is your priority for your next role? i.e. salary, rotation, stepping up.

WHAT TO EXPECT FROM THE YACHT

If successful, you will likely be invited to a video interview with either a Head of Department, Captain or Yacht Management Company – sometimes all of them! In some cases, you will be interviewed by your potential HOD first and then the Captain or Yacht Management Company at second interview, if there is one.

The common and recommended structure (although it doesn't always work this way) is that they will start by asking you questions and then give you an introduction to the yacht, the culture, working practices, itinerary and what is expected of anyone joining the yacht in this role.



WHAT THE YACHT MIGHT ASK:

1 Tell me about yourself.

2 Talk me through your career to date.

3 Tell me about your pre-yachting experience and why you started working on yachts.

4 How would your work colleagues describe you?

5 What personality trait would you change about yourself?

6 What have you done to irritate your work colleagues in the past?

7 What aspects of being a stew/deckhand etc do you enjoy least?

8 What demotivates you?

9 What work culture have you been most productive in?

10 How would you – varnish a capping rail from start to finish/get grease out of a delicate fabric/fold a sheet, dress a table?

11 Tell me about when you have improved a process?

12 What would you do if you suspected one of your colleagues had a substance problem?

13 What would you do if you knew one of your colleagues was still intoxicated from the previous night and was unfit for duty?

14 What would you do if you felt an order was placing the safety of the yacht in jeopardy?

15 What would you do if one of your colleagues confided in you that they were suffering from mental health issues but swore you to secrecy?

16 How do you plan to develop your skillset over the next two years?

17 What are your current priorities in life?

18 Where do you see yourself in 1 / 3 / 5 years' time?

19 What will you do when you leave yachting?

20 What are you passionate about?

21 Tell me about the most dedicated you have ever been in pursuit of success, personally, professionally or sporting?

22 What sacrifices have you made to achieve something?

23 Why have you never held a job for longer than 6 months?

24 Tell me about the last time you fell out with someone on board / at work? What happened after?

25 What have you been criticised for at work in the past and how did you deal with it?

INTERVIEW DOS AND DONT'S

DO'S



Be honest about any negative experiences such as being fired or making mistakes, as long as you describe how you learnt from the situations.

Explain what you are looking for in a role because you don't want to find yourself on a yacht that you won't be happy or motivated on.

Ask about the current crew and their longevity, why people enjoy working on this yacht and if it's a sociable group.

Find out if they are supportive of upskilling and offering cross-department experience, especially if you are junior.

Show interest in how the yacht is operated, the itinerary and what duties you would be expected to do.

DON'TS



Start with salary and rotation questions or ask how much you are likely to earn in charter tips.

Ask about perks straight off the bat such as extra holidays, insurances, use of yacht toys etc.

Try and find out personal details about the owner or guest profiles as this will give off the impression that you are not discreet.

See if you can get your mate or partner a job onboard at the same time or be considered for any upcoming roles.

Log in for your video call from the beach, the pub or bed and make yourself presentable like you would onboard (no heavy make up, brushed hair, fresh shave etc).

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