



# THE NEW HIRING BRIEF

---

Owners no longer hire for sea miles.

## MILES

### Old signal

The market is now asking who stayed.



# The question changed

---

Not tonnage. Not last command. Retention.

## RETENTION

### New signal

The first question in the room has changed.



## Why it matters

---

A captain who burns through a team every season pays twice: recruitment fees and a service standard that quietly slips.

**TWICE**

**Cost**

Recruitment fees + service slip.



## What gets attention

---

A senior ticket gets the interview. Keeping the right people for four seasons gets the command.

### COMMAND

#### Earned result

Four seasons with the right people changes everything.



## What I see

---

Strong masters losing rotational roles for one reason:  
brilliant at the job, impossible to work for.

### REFERENCE CALLS

#### **The real filter**

Brilliant at the job.  
Impossible to work for.



## What leaders screen for

---

When you last hired, did you screen for the miles — or the people who stayed?

### THE QUESTION

## Miles or people?

That answer says more than the job title.



## Season on the water

---

If you are already deployed, push harder. If you are still waiting, the window is open. Show up ready.

**READY**

**Show up ready.**

If the season is moving fast,  
the best files move faster.