



## Senior Lead, Human Sustainability at Sea

*We are looking for a highly motivated, mission-driven Senior Lead who can help us drive progress on human sustainability at sea, notably when it comes to seafarer wellbeing, human safety, and how to make a career at sea more inclusive and attractive to a broader, more diverse group of talent.*

### About the Global Maritime Forum

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The Global Maritime Forum is an international not-for-profit organisation committed to shaping the future of global seaborne trade, to increase sustainable long-term economic development and human wellbeing. We are a leading platform for multi-stakeholder collaboration and action, founded on the idea that progress happens when people from all parts of a system – those who have the will and the influence to make positive change – work together on finding new solutions to critical challenges.

### About the role

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Human Sustainability is a relatively new strategic priority for the Global Maritime Forum, where we focus on driving positive change across global maritime trade in terms of:

- *Safety and wellbeing* (crew change, shore leave, mental health, sexual assault, abuse)
- *Diversity, equity, and inclusion* (inclusive leadership and culture, diverse workforce)
- *Securing future skills and competencies* (attracting youth, identifying future skills needed)

Our primary initiatives within human sustainability are the Neptune Declaration and the All Aboard Alliance. The Neptune Declaration was launched in January 2021 to address the crew change crisis and seafarer wellbeing during the Covid-19 pandemic. This initiative introduced the Crew Change Indicator, and currently it is being explored how the scope of the indicator can be expanded to focus more broadly on seafarer wellbeing.

Established in 2022, the All Aboard Alliance is framed around the ambition of having a sustainable, forward-looking, and innovative maritime industry we can all be proud of, with increased diversity, equity, and inclusion in all organisations, at sea and onshore. As part of this work, two separate work streams have been established, focusing on improving diversity at sea and diversifying maritime leadership – driven by dedicated project leaders from member companies and facilitated by Global Maritime Forum.

As our new Senior Lead for Human Sustainability at Sea, your primary responsibility will be to further develop and strengthen our initiatives focused on human sustainability at sea. We anticipate significant growth and development in our human sustainability programme, and you will play a key role in leading this development together with the Project Director.

## What we offer

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We are an international and diverse team, counting 19 different nationalities. You will be part of a highly motivated team, working out of our offices in Copenhagen to create a sustainable future, not only for the maritime sector, but for people and the planet. You will get to drive real change in improving the human side of global maritime trade together with our most important stakeholders. We offer an opportunity to be part of an organisation driven by future focus, a collaborative and entrepreneurial spirit, and where you can bring your skills to bear on a meaningful mission.

## Key responsibilities

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As Senior Lead you will be responsible for setting and delivering on the goals of the existing initiatives as well as developing new initiatives. Responsibilities include:

- Working with partner companies and colleagues at the Global Maritime Forum and expert advisors to drive impactful change at sea
- Stewarding relationships with current stakeholders to explore how to improve human sustainability at sea
- Supporting the process of securing the necessary funding and grants for new pilot projects and initiatives
- Delivering other projects and tasks as needed, in line with the skills and experience that contribute to the Global Maritime Forum's overall objectives

## Key requirements

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- You have experience from collaborative multi-stakeholder processes that balance the needs of individual parties with overall outcomes
- You have a deep understanding of life at sea, e.g., the skills needed at sea, the challenges related to diversity and inclusion at sea, human safety concerns and overall crew wellbeing at sea
- You have the necessary skills and competences enabling you to do analytical work together with experts to drive smaller research and pilot projects at sea
- Fluency in English is essential, verbally and in writing
- You are structured, but still able to adjust to changing priorities

## Preferred qualifications

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- You are highly motivated, proactive and thrive in a fast-paced, collaborative work environment; as a colleague you are enthusiastic, helpful, outgoing, and diligent
- You are willing to roll up your sleeves to deliver high-quality output, but also able to operate high-level with key stakeholders
- You are comfortable building relationships with senior leaders from industry, expert advisors, regulators, and the like

## How to apply

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Please send your **resume and a cover letter** to [careers@globalmaritimeforum.org](mailto:careers@globalmaritimeforum.org). Please mark your application **"Senior Lead, Human Sustainability"** and apply as soon as you can as we will assess the applications on a rolling basis.

We value diversity and are committed to creating an inclusive environment for our team. Appointments are based on qualifications, merit, and the needs of the organisation.

For more information about the Global Maritime Forum or the position, please contact **Susanne Justesen**, Project Director Human Sustainability at **+45 3113 1616** or [sj@globalmaritimeforum.org](mailto:sj@globalmaritimeforum.org).

## About us

Global Maritime Forum is a Copenhagen-based international not-for-profit organisation committed to shaping the future of global seaborne trade to increase sustainable long-term economic development and human wellbeing. We bring together leaders from across the maritime value chain with policymakers, NGOs, experts, and other influential decision-makers and opinion shapers to tackle collective challenges and to develop new solutions and ideas for action. We identify, develop, and share new insights and key issues on the global agenda and facilitate collaborative initiatives to drive ambitious action that creates lasting change.

