

Careers and Recruitment

IMCA is the international trade association representing offshore, marine and underwater engineering companies.

It seeks to:

- ◆ strive for the highest possible standards with a balance of risk and cost in: health and safety; technology; quality and efficiency; environmental awareness and protection;
- ◆ achieve and sustain self-regulation in the industry;
- ◆ ease the free movement of equipment and personnel globally;
- ◆ achieve equitable contracting regimes;
- ◆ provide the framework for training, certification, competence and recruitment to support and sustain the industry globally;
- ◆ resolve industry issues; and
- ◆ promote co-operation across the industry.

Members include pipelay, heavy lift, diving, remotely operated vehicle, survey and offshore construction contractors, plus various contractors operating specialist marine equipment.

IMCA has two core activities in which all members participate:

- ◆ Safety, Environment & Legislation (SEL) includes monitoring national and international regulatory bodies, circulation of relevant information to members and advancement of industry positions where necessary
- ◆ Training, Certification & Personnel Competence (TCPC) includes a comprehensive framework devoted to promoting safety by defining and encouraging competence in key safety-related positions.

Members join in one or more technical divisions relevant to their own area(s) of work:

- ◆ Diving
- ◆ Marine
- ◆ Offshore Survey
- ◆ Remote Systems & ROV

IMCA works with a global focus, but also includes regional sections covering the key offshore regions: Americas, Asia-Pacific, Europe & Africa and Middle East & India.

IMCA has published substantial and comprehensive guidance based on its members' experience in a range of related areas. More details on specific activities are contained on this and other factsheets.

IMCA members require sufficient, skilled personnel in order to undertake their operations safely and efficiently. The association helps ensure their availability through promotion of offshore careers to potential recruits, guidance on training, certification and competence and other initiatives to facilitate recruitment and ease the free movement of personnel globally.

Careers promotion materials

IMCA has developed a range of documents highlighting the range of exciting and interesting careers available in the offshore, marine and underwater engineering sector. These include:

- ◆ **Open your horizons** – an eye-catching photographic brochure introducing the idea of working offshore to a new audience, both to those in education and individuals considering a career change
- ◆ **I want to be ...** – a series of information sheets on specific positions, covering all parts of the marine contracting sector
- ◆ **Case studies** on individuals in a variety of roles detailing what their jobs entail, how their careers have progressed and why they have found working in the industry so particularly rewarding

These are made available:

- ◆ on the IMCA website's hugely popular careers zone – www.imca-int.com/careers
- ◆ via educational establishments and careers bodies supplied by IMCA globally
- ◆ at exhibitions and careers fairs attended by IMCA, with members also choosing to place these materials on their own stands
- ◆ in printed form direct from IMCA – sets available on request for relevant organisations and in response to direct enquiries

Training, certification and competence guidance

While attracting new personnel into the industry is vital, they need the proper background, education and training in order to contribute to a marine contractor's work. Through a range of guidance documents, including syllabi for training courses and vessel familiarisation and advice on entry level requirements for new personnel IMCA helps its members around the world by identifying a consistent, recognisable approach. IMCA's framework on competence assurance and assessment is used widely throughout the industry.

Vacancy information

While IMCA itself does not provide a recruitment service, it offers a directory of links to its members' own recruitment web pages, including the websites of Personnel Agency (S*) members, at www.imca-int.com/careers/members which can be filtered by region and technical division to help those wishing to find employment.

Training Establishments and Personnel Agencies

IMCA has a specific membership category for training establishments and personnel agencies in order to facilitate good communications between personnel, these important companies and their eventual employers.

I want to be ...

IMCA's range of careers information factsheets covers the following positions

- ◆ Diver
- ◆ Diving supervisor
- ◆ Life support technician
- ◆ Dynamic positioning (DP) operator
- ◆ Offshore surveyor
- ◆ Data processor
- ◆ Survey engineer/technician
- ◆ Geophysicist
- ◆ ROV personnel

together with more general information on career opportunities in the marine construction sector.