

# Graduate Program



**BRS**

Shipbrokers

Since 1856

New routes,  
same **direction**



“Shipping is the backbone of international trade. With clients from every corner of the world, we need excellence, motivation, and optimism to provide the finest services 24/7.

The challenges you will face as shipbroker are solved through hard work, dedication and sharpness.

You will have to be precise but flexible, to be autonomous but also collaborative.

With integrity and perseverance, you will overcome unexpected circumstances, never forgetting to follow the shipping code - my word is my bond.”

**CEO Gilbert Walter**

# 1856

## About BRS Shipbrokers

Our company began its journey in 1856 in France and has grown to become one of the largest full-service shipbroking firms in the world - counting more than 150 years of experience.

With more than **400 employees** located around **23 key shipping hubs**, we are able to cover all the major shipping segments:



Assets



Dry Bulk



Tanker



Specialized Tanker



Gas



LNG



Liner



FFA



Offshore & Renewables



Carbon



Ship Finance



Research

We provide diversified, responsible, and dynamic shipping services on a global scale. We take a pro-active approach to the long-term strategic planning requirements of our clients.

Our vision is to continue being at the forefront of the shipbroking industry and to follow our mission designed and focused on the world, people, and technology.

## The BRS Shipbrokers Graduate Program

If you are passionate about shipping and commodities, highly motivated, curious and proactive, then why not join our Graduate Program?

Designed around theoretical and operational training and covering all aspects of the shipbroking profession as well as commodity transportation, our program will enable you to explore a highly international industry, build strong relationships while gaining valuable knowledge and field experience, setting the grounds for your future career.

You will get the chance to network with people from various backgrounds within a rapid timeframe. Moreover, you might be able to experience opportunities outside daily operations that truly interest you within the sector.

At BRS, we value each and every individual and hold ourselves accountable for the wellbeing for our employees. Your personal development will be at the forefront of our preoccupation, and we can ensure you that your individual progression will allow you to become a broadly developed employee and individual.

# Program overview

Starting location

## Location 01

- ▶ Onboarding process
- ▶ Introduction to the Program and to the company
- ▶ Creation of a personalized program
- ▶ Integration and shadowing of senior shipbrokers
- ▶ Mid-term session report

#Integration

## Location 02

- ▶ Deepening of communication strategies
- ▶ Broaden shipping knowledge (actors, specific language)
- ▶ Identification and focus on specific training needs
- ▶ Involvement in day to day shipbrokers operations
- ▶ Mid-term session report

#Knowledge



## How is the program structured?

**Overall duration:** 12 months

**Structure:** 1-3 months rotation within 3 main departments – Assets, Dry Bulk and Tanker\*

**Location:** Geographical mobility between Geneva, Paris, Athens, and other geographies

\* Additional departments can be explored depending on the company's needs and personal interests

## Our promise to you

**During your training, we will provide you with:**

- ▶ Excellent comprehension within the shipping industry
- ▶ Access to a strong network
- ▶ Social sessions with the Graduate's group
- ▶ Access and guidance on our advanced digital tools, databases and internal communications platforms
- ▶ A possible future position at the end of the program

### Location 03

- ▶ Expand international shipping network
- ▶ Progressive independence in day to day shipbrokers operations
- ▶ Mid-term session report

#Events

### Location 04

- ▶ In depth understanding of the shipping language and maritime economy
- ▶ Independent production of daily market analysis for the senior team
- ▶ Proficiency in daily tasks
- ▶ Final session report

#International travels

## Conclusion of the program

We look for people with a passion within the maritime sector and individuals who have the ability to adapt to different cultures.

Candidates must have a university degree, speak a minimum of two languages (including fluent English) and have a strong international outlook.

The characteristics we look for to become an extraordinary shipbroker:

Motivation

Curiosity

Proactivity

Hard work

Creativeness

Attention to detail

Emotional intelligence

General culture

Entrepreneurial mindset

Excellent communication skills



## Q&A with Harry Oiknine

Assets shipbroker and manager of the  
BRS Shipbrokers Graduate Program

### Why did you create the BRS Shipbrokers Graduate Program?

The exciting role of a shipbroker requires a number of skills, many of which are not taught in the classroom but learned through experience. An investment in our youth is an investment in our future.

As our company grows, we aim to facilitate career development opportunities to ensure our team members thrive in the shipbroking role at BRS Shipbrokers.

While individuals rotate through various departments and locations, BRS can recognize, value, support, and develop the skills of those joining our team.

### What is the background of the candidates you choose?

The common points between our elected candidates are: a passion for shipping, an international profile, and are highly motivated.

Our program is designed to support a diverse range of candidates and promote inclusivity between our offices.

By providing opportunities to individuals from different backgrounds, the company is able to foster a diverse working environment with a wider range of perspectives and ideas.

### What career prospects at BRS can a young person who participates in the program expect?

At the end of the 12 month program, provided our original evaluations are confirmed, we are able to offer a permanent position to the new hire within one of the BRS offices and departments.

Prior to the offer, a preliminary meeting is conducted with the candidate to consider their preferences. Under the discretion of the board, after a few years most of our successful Shipbrokers are invited to join the Company's partnership.



Don't miss the boat, **be part of BRS.**

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