



FROM DUTY TO DECK

With the industry evolving every year, Andrew Holme and Insignia Crew believe that recruiting highly trained individuals from the armed forces into the world of superyacht is a win win for all involved

It is widely recognised throughout the superyacht industry that as both the desires of owners become ever more complex and advances in superyacht capabilities continue to break new boundaries, a more focused approach to crew is required. Whether cruising the Amalfi Coast and its exclusive environs or exploring Antarctic waters, it is clear the industry needs to do more to support owners and captains with the provision of elite crew, crew who possess a wider range of skills and abilities and crew who are committed to delivering outstanding service and professionalism.

The founder of Insignia Crew is Andrew Holme, a former Royal Marine Commando who has served in both the luxury yacht sector and maritime security industry. He emphasises that professionals who have served in the Royal Marines or the wider British Armed Forces are disciplined, hardworking, multiskilled, security conscious and resourceful individuals who are used to working away from home within a command structure and working as part of a close-knit team. They come well-armed with a good sense of humour, dedication and other qualities that perfectly match the expectations of a modern and forward thinking superyacht industry.

Consider what British Forces veterans do when they leave the military. They reset the compass and search for a second career utilising the many valuable qualifications and skills gained during their time in service.

On average such individuals will have spent between seven and nine years serving their country, be that operationally, on extended maritime tasks or in areas such as northern Norway undergoing Arctic training. Veterans who have an understanding of and an affinity with the sea and wish to remain part of a team environment are proving to be a huge asset to the luxury yacht industry which is looking for a positive and dynamic change on how to address the ever present issues associated with crew.

Insignia Crew is a specialist MLC compliant crew agency whose unique selling point is the pool from which it draws its many extraordinary former military candidates, many of whom carry an advanced maritime focused ability and experience to match. The company's commitment is to put people at the centre of everything it does which allows the business to truly understand the needs of all those it supports whether they be owners, captains or crew. Insignia Crew's determined approach to source, interview and place crew who are aligned with the needs of its clients remains paramount.

The industry continues to evolve around the desires of the ultra-wealthy, with a particular focus on exploration, utilising specialist equipment such as submersibles and remote cruising aboard advanced and exquisitely designed expedition yachts. It follows that such vessels and equipment require crew who possess advanced knowledge, skills and capabilities such as specialist medics, advanced coxswain ability, dive operations or



those with an understanding of submersible operations, Holme comments "We receive excellent feedback from our clients about the exceptional quality of the candidates that we place."

Insignia Crew was brought to market with two main goals in mind. To provide the industry with elite, qualified and multi skilled candidates and to provide trusted support to those who are transitioning from the Armed Forces who aspire to join a growing and exciting industry.

For more details Tel: +44 (0)7500 888 472 or visit www.insigniacrew.com