



We are

Avior Marine

www.aviormarine.com



*“From humble beginnings in 2000 we have
always grown with the interests of our
Principals at heart”*

President Edna Ranara



ISO-9001:2008
MLC-2006 accredited



Avior Marine Inc

Where Principals still matter

AVIOR MARINE INC is a medium sized manning company with offices in the Alabang (suburb of Metro Manila) and Makati, the Central Business District.

Over the years AVIOR has slowly grown with its long time Principals and new Principals but growth has always been with the interests of our present Principals in mind. It has never been growth for the sake of growth.

It has been a journey with our Principals in which we have learned from each other along the way. Several of our Principals are now self sufficient in Officers through cadet schemes and proper career planning.

For new Principals or unforeseen expansion we are still well positioned to recruit in most segments.

For each of our Principals we facilitate a high degree of customization of our services and promotion of the Principal identity.

AVIOR is also acting as OUTSOURCING partner for crew and fleet related administrative duties at the request of Principals. In this capacity it is involved in database management, encoding and financial admin duties for Principals.

AVIOR is duly licensed by POEA

AVIOR is MLC-2006 accredited by Bureau Veritas and Lloyds Register

AVIOR is ISO 9001-2008 accredited.



About Us

Our Philosophy: “Your Crew, Our Care”

“We aspire to be your ‘window’ to the Crew market in the Philippines and customize our operations to your needs”

- For each Principal we develop and maintain a dedicated pool of Seafarers,
- We strongly believe loyalty pays off in the long run in terms of lower recruitment & training costs and more experienced Crew. We will assist you in staying abreast of the market and provide guidance how to invest in measures enhancing crew loyalty.
- We can assist in setting up a development program for your crew with a proper career path for every rank. We can execute and monitor your training policy or advise you on training venues and training development.
- We will customize our services around your specific needs representing your Company towards the Crew and implement your policies and programs.
- We can advise you on prevailing market conditions and ensuring Terms & Conditions stay abreast of market developments. We can assist in negotiations with local Unions if applicable.

+ Our Services

Teamwork, Integrity, Professionalism



BASIC SERVICES

- Selection and Recruitment.
- Processing for dispatch (contracting, medical check up, visa etc)
- Pre-departure Familiarization (MLC-2006, Principal as required)
- Pool Management (rotation planning, evaluations, promotion planning)
- Advise on market conditions



CREW RELATED SERVICES

(upon request)

- Crew Travel
- Management and development of Company Specific Training requirements.
- Managing Cadet to Officer development program.
- On Board payroll
- P&I insurance

NON FILIPINO CREW

- Through our affiliated partner AVIOR MARINE CREWING NV we can offer total Crew Management Solutions covering multiple nationalities.



OTHER SERVICES

(upon request)

Outsourcing

- Database Management
- Encoding
- Routine admin work
- Website development

Ship Management

Through our affiliated partners in Holland and Germany we can offer

- ship management services.
- Newbuilding and conversion project management.



Our Fleet Manned



BULK CARRIERS

For Greek Principals, AVIOR provides full Filipino manning for a modern fleet of Panamax Bulk Carriers and Log Carriers.



CONTAINER SHIPS

For German, Dutch and Italian Principals, AVIOR provides full Filipino manning for a fleet of Container ships Varying from 2500-4500 TEUS and part manning for container ships above that size. In consultation with several of its Principals AVIOR manages a cadet to officers scheme making those Principals self sufficient in Officers.



REEFER SHIPS

For German, Dutch and Croatian Principals, AVIOR provides full and part Filipino manning for a fleet of Reefer ships. In consultation with its Principals AVIOR also arranges customized reefer training for all Engineers on board reefer ships and manages a Cadet to Officer scheme making those Principals self sufficient in Officers



OFFSHORE

For several Principals in Asia, AVIOR provides manning for Anchor Handling Tugs, Offshore Supply Vessels, Crew Boats and Survey vessels



OFFSHORE

For a Dubai based Principal, AVIOR provides manning for lift boats.



BUILDING FOR THE FUTURE

We at AVIOR believe strongly that the long road to Officer self sufficiency and consistent quality leads via investment in in-house training and development.

Reduced reliance on outside recruitment eventually leads to lower average wage costs, lower training costs and better quality.

For several of our Principals AVIOR operates a customized cadet scheme or provides services in support of the Principal's own cadet scheme.

AVIOR has also assisted Principals in developing customized Company Training in consultation with well established Training Centers. Once developed AVIOR can manage the Principal's Training and development requirements and monitor progress.



+ Our Team

Experienced, Dedicated, Versatile

Mr Joost Mes – Director

After a seafaring career and various overseas postings for Nedlloyd, Joost was assigned to the Philippines in 2002. Here he worked for P&O Nedlloyd, Maersk and Seatrade in fleet management positions. He brings to Avior the Ship Owner's perspective to Quality and experience in the Region.

Capt Rene Ranara – Manager Recruitment & Business

After 17 years at sea, Rene came ashore and worked for several manning agents until he joined Avior in 2002. Avior benefits from his wide network in the local manning world. Rene is responsible for recruitment and Business Development

Capt Rolando Pacaon – Training Manager

After a long career as Master and serving as superintendent in Europe, Rolando is now responsible for training and management of the cadet schemes. His varied experience makes him the ideal person to educate and familiarize crew with their duties ahead of them.



Eng Jes Agbayani- GM Operations

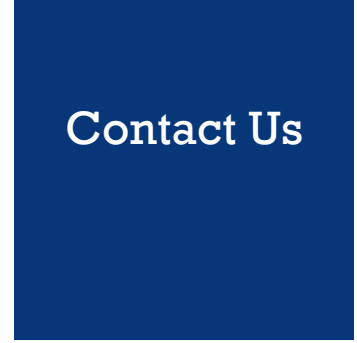
After 18 years at sea as Engineer Jes worked as Fleet Manager for Blue Star, P&O Nedlloyd and Maersk before joining Avior in 2011. Jes is bringing along years of operational experience in crewing.

MS Edna Ranara – President

A Certified Public Accountant by profession, Edna worked for 14 years at Philippine National Bank before helping in setting up AVIOR in 2000. She has been at the helm of AVIOR ever since and is responsible for Corporate Matters.

Ms Jessica Alvarez - Manager Finance & Admin

Jessica started off as an Accounting graduate at a gas company before joining in 2001. She has risen through the ranks and is presently responsible for all Financial and Admin operations.



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