

High quality of seafarer performance and management system are the goals of the Crew Management function within JSM Group.

JSM INTERNATIONAL

 **World Best Crew Management
Company!**



ClassNK



ISO 9001:2015 & MLC-2006 SRPS certified company

1. Company History



- 1968 Founded Lasco Busan for Lasco Shipping USA, manning all Korean Crew.
- 1985 start Philippines crew manning through Magsaysay.
- 1989 start Myanmar crew manning (All Myanmar or 4 Korean + 16 Myanmar)
- 1995 Founded JSM International Ltd.
- 2004 started crew manning for Korean coastal vessels.
- 2008 started Indonesian crew manning (Partial crew with Korean & Myanmar)

Business Scope :
Ship & Crew Management
Ship Husbanding Agency

- ISM/ISO 9000 (ABS) : 1997-2000
- ISM/DOC (KR) : 2005-2008
- ISO 9001:2009 (KS Q 9001) : Jan.06,2010
- MLC-2006 SRPS Provider 2013
- ISO 9001:2015 & MLC-2006 SRPS Provider for Korea, Myanmar and Indonesia office

“We have commenced crew/ship management business mainly in Korea since 1968, in Myanmar since 1989 and in Indonesia since 2008.

We have provided competitively reliable seafarers who are qualified in accordance with the STCW and operated clean manning business under the MLC-2006 with sincere effort to eliminate human error on board vessels through continuous trainings.

We appreciate for your kind attention to our seafarers resources for mutual benefits.”

- Chairman Mr. JC Byun -

Company Motto

- **Clean, Honest, Fair**
- **Proud As Professional**
- **Respect Each Other**
- **Save Cost And Time**



2. Management fleet

JSM International is a world class crew management company that supply a Myanmar, Indonesian and Korean crew to the diverse fleet of ships adapted to clients needs.

<Type of Vessels>



VLCC



Bulk Carrier



Chemical tanker



Car Carrier



MR Tanker



Heavy Lifter

We have many qualified crews and shore staffs who are working in our company for long time for the each type of vessels and clients.

Also, our crew management systems and crew training systems are optimized for the each type of vessels and clients.

Team operation system (Korea –Myanmar & Indonesia) of 7 teams in branch office linked to 7 teams in head office are managing each type of vessels effectively.

Each teams are able to concentrate on its exclusive client's vessels with productive teamwork.

Trainers of our training center (JMTC) are conducting the in-house training regularly for our crews to enhance job abilities and safety awareness to adapt each type of vessels.

We are pursuing the innovation and change continuously about our crew management system for our client's benefit.

3. Main Clients

To meet and exceed our client's expectations, we are providing an excellent value added and differentiated services. we will make a remarkable contribution to achieve the prosperity of our clients in terms of preserving their asset and creating earnings opportunity as well as protecting the environment.

Japan

Toyo Sangyo



Bulk Carrier (Cape,
VLOC, Wood Chip)

Iino Marine



Chemical Tanker

Fuyo Kaiun



Chemical Tanker,
MR Tanker

Excel Marine



Car Carrier,
Bulk Carrier

**Doval Ship
Management**



Chemical Tanker

Korea

SK Shipping



Bulk Carrier
(Cape, SMX, Handy)

Cido Shipping



Car Carrier
Bulk Carrier

KLCSM



Bulk Carrier
Car Carrier

SINOKOR



Bulk Carrier
Container

KMTC



Container

4. JSM Training center (JMTC)

JSM operates own training center (JMTC) to enhance our crew's skills and safety awareness.

Trainers of JMTC



Capt. Thant Zaw
Principal
Trainer for ECDIS



Capt. Kyi Swe
Trainer for Oil &
Chemical Tanker



C/E WIN HLAING
Trainer for Engine
department



Capt. Naing Ye
Htut
Trainer for BRM



1/E Aung Aung
Htet
Director of
Engine Dept
ERM / ME-GI
Engine



Ms. Aye Chan
Wathon

Korean &
English teacher



CCK May Lae
Soe

Korean Cooking
Trainer



BSN Hla Htay

Trainer for
steering
simulation

Safety Seminar by Ship owners

TOSCO



Iino Marine Service



Fuyo Kaiun



Doval Ship Management



CIDO



SK Shipping



5. In-house Training at JMTC

We believe that crew has a high quality performance with continuous training.
That is why we are investing a lot of time and cost for crew training.



<BRM>



<ERM>



<Steering Simulation>



<Safety Training>



<ECDIS Type Specific Training>



<ECDIS Generic Training>



<Cooking Training>



<Welding Training>



<Korean language course>



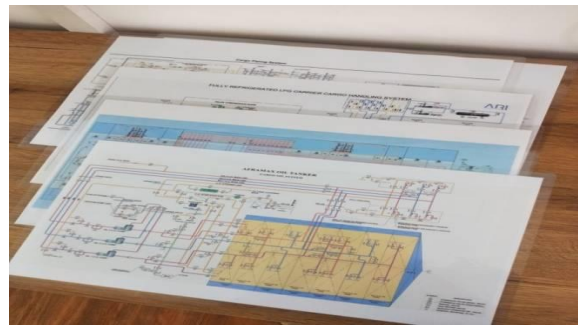
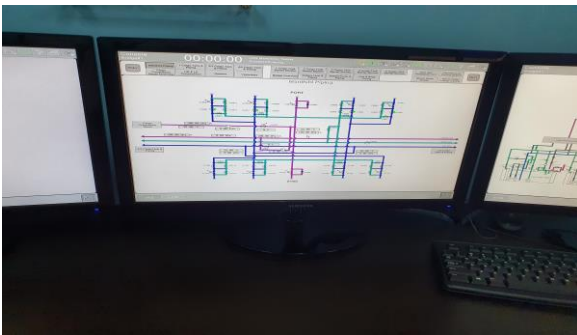
<English training course>

5. In-house Training at BJM

We believe that crew has a high quality performance with continuous training. That is why we are investing a lot of time and cost for crew training.



<LCHS (Liquid Cargo Handling Simulator) Trainer Deck (LCD, UPS, CPU, Speaker) >



<LCHS Piping Line >



<LCHS Oil Simulator>



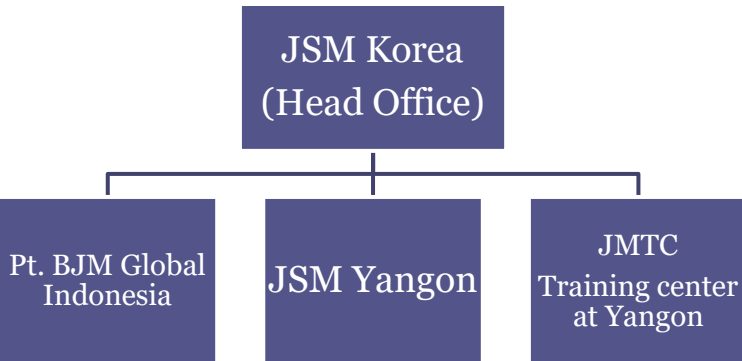
<LCHS LPG / LNG Handbook>



<LCHS Training>

6. Organization

Our company's primary objectives are to maintain our high standard in crew management and further develop our client's ship management function taken advantage of highly qualified manpower.



<JSM Korea – Head Office>

1. JSM Korea (Head Office, Korea)

Total 26 staffs

(Ex. Master-1, C/E-1, C/O-2, 2/O-1, 2/E-1)

2. JSM Yangon (Yangon, Myanmar)

Total Crew = 56

(Manager - Ex.Master -2 , C/E -1 ,1/E - 1 ,
2/O - 5, 2/E - 5 , 1OLR-1 , BSN-1)

3. BJM Global Indonesia (Jakarta, Indonesia)

Total 17 staffs (Ex. C/O-1, 2/E-1, 2/O-3)

4. JSM Maritime Training Center

(JMTC, Myanmar)

Total 16 staffs

(Ex. Master -3, C/E-1, C/O-1,2/O-1, 2/E-3)



<BJM Global Indonesia>



<JSM Yangon>



<JMTC>

7. Crew management system-1

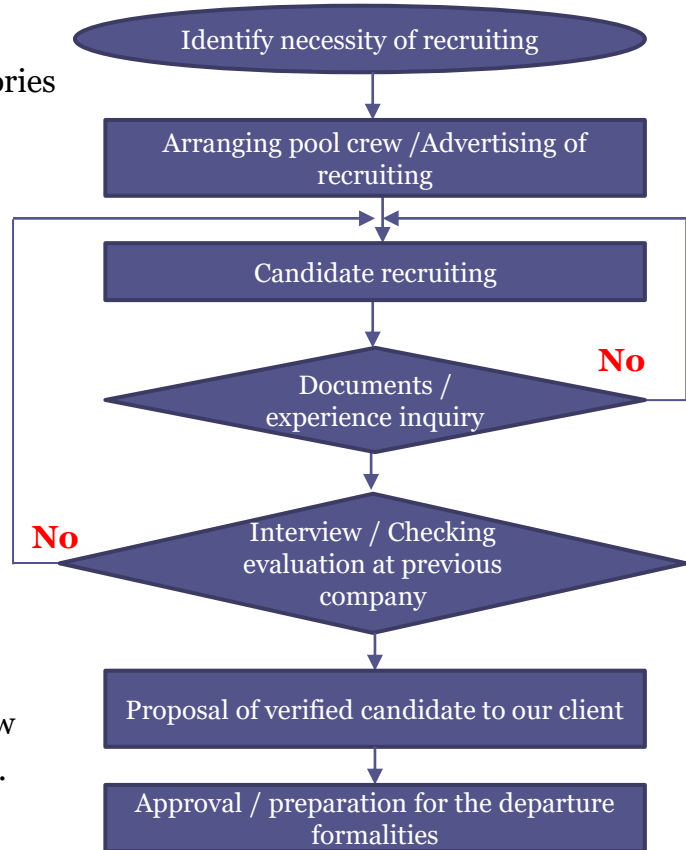
A. Crew Recruitment

We are dividing the criteria for evaluating the qualities of suitable crew into five major categories as follows.

- Knowledges for duty
- Seamanship (mental & attitude)
- English Skill
- Possibility of development
- Experience

Also, we are accumulating and using our big data about crew's evaluation and performance from their last company to enhance our crew management.

We are doing our best to keep strongly our crew recruitment system for our client's satisfaction.



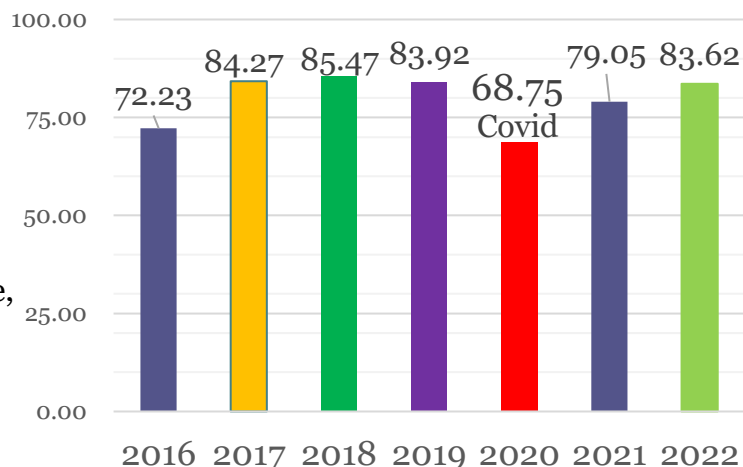
B. Rehire / Retention Rate

Regarding rehire / retention rate, we are trying to increase over 75% in accordance with our Goal of Quality Management of ISO 9001:2015.

Successfully, our rehire / retention rates were over 75% during last 4 years.

To achieve the goal of rehire / retention rate, we are trying to enhance our crew's welfare step by step.

Rehire Retention Rate (%)



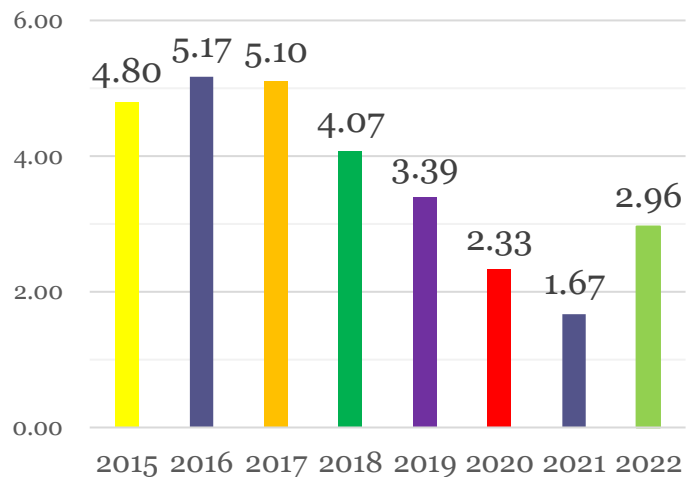
8. Crew management system-2

C. Intermediate Signing-off Rate

Regarding intermediate signing-off rate, we are trying to reduce under 6.0% in accordance with our Goal of Quality Management of ISO 9001:2015. Successfully, intermediate signing-off rates were under 6.0% during last 4 years. To achieve the goal of intermediate signing-off rate, we are trying to increase visiting vessel periodically and reinforce pre-onboard education.

Also, we are researching crew's complaints during onboard and after disembarkation and continuously discussing with our clients to solve crew's complaints smoothly.

Intermediate Signing-off Rate (%)



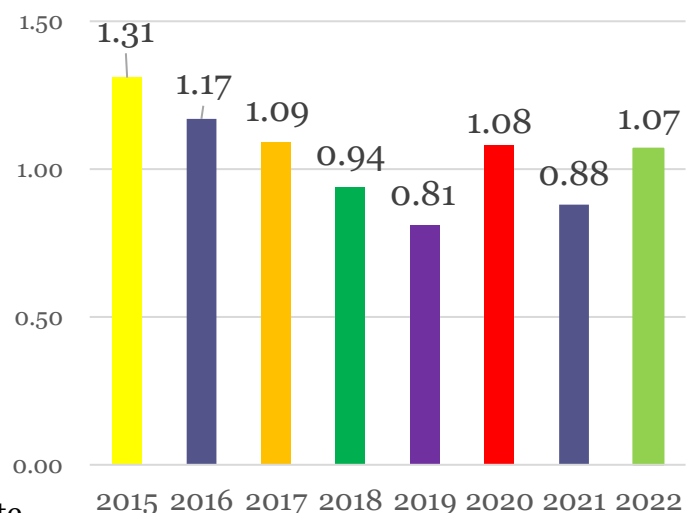
D. Illness Rate

Regarding illness rate, we are trying to reduce under 1.5% in accordance with our Goal of Quality Management of ISO 9001:2015.

Successfully, illness rates were under 1.5% during last 4 years.

To achieve the goal of illness rate, additional detailed physical examinations are carrying out at our partner hospital who is periodically monitored by us and audited so that the hospital would provide PEME service as accurately as possible to eliminate intermediate Disembarkation owing to chronic diseases.

Illness Rate (%)



8. Crew management system-3

E. Communication with Staffs & Crews.



Myanmar staffs & Indonesia Staffs visit in JSM Korea office.
They improve the crew management ability in 2022 years.



Off-signer crews visited in JSM Korea office with chairman & president. It can receive the crew's opinion for crew managements.

8. Crew management system-3

F. Visiting vessel



- Crew Interview for private crew's life & health.
- Master & C/E interview for Crew's evaluation & education
- Education crews for alcohol & duty jobs & attitude

Bulletin board



JSM International 변재철 회장 금탑산업훈장 수상 (04th June, 2021) Chairman Byun Jae- cheol was awarded the Gold Tower Order of Industrial Service Merit.

2021년 6월 4일(금) 오전 11시 10분 경남 거제시 '제26회 바다의 날'

최고의 영예인 변재철 제이에스엠인터내셔널(주) 회장 '금탑산업훈장'을 수상하였다.

변재철 회장은 1965년부터 55년간 해운업에 종사하며 국가의 경제발전의 초석이 되는 외화획득은 물론 국내외 우수한 해기인력을 양성하고 외국인 선원공급 사업 등을 통해 우리나라 해운업 위상을 높이는 데 크게 기여한 점을 인정받았다.



Contact us

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Tel:+95-1-546-072, or 549-785 Fax:+95-1-546-775

jsmyangon@gmail.com , jsmyangon@myanmar.com.mm , jsm.application@gmail.com

Myanmar training center: JMTC (JSM Maritime Training Centre)

Tel: +95-1-555-290 jmtc.training@gmail.com

Indonesia branch: Pt BJMG Indonesia (Ex. JSM Indonesia)

Tel : +62-21-2961-6451 Fax : +62-21-4586-9102

bjmg.indonesia@gmail.com , manning@bjmgglobal.co.id



제이에스엠인터내셔널㈜ 직원들과 함께 한 번째철 회장(왼쪽에서 세번째).

선원 공급 후 사후관리까지... “신용을 팔았죠”

제이에스엠인터내셔널㈜

“질 좋은 상품이 잘 팔리는 것처럼 서비스의 차이가 고객을 설득하는 가장 강력한 무기가 됩니다. 선박, 선원관리 분야에서 50년 가까이 꾸준히 신용을 쌓은 것이 치열한 경쟁 환경에서 살아남을 수 있었던 비결입니다.”

번째철 제이에스엠인터내셔널㈜ 대표는 회사의 경쟁력을 이렇게 설명했다. 변 대표는 물두하는 열정을 가진 최고경영자다. 한 분야에서 성공한 경영자들을 보면 남들보다 특출해서라기보다 물두함을 통해 이뤄낸 사람이 많다. 변 대표가 그렇다.

부산 동구에 본사를 둔 제이에스엠인터내셔널은 선박 및 선원관리 외길을 걸어온 기업이다. 1968년 ‘라스코해운’이란 상호로 출발해 47년 동안 우직하게 한 우물만 파왔다. 30년만 버티도 장수기업이라는 타이틀이 주어지는 국내 기업 환경에서 제이에스엠은 주기적으로 찾아오는 경제위기를 이겨내며 여전히 건재함을 과시하고 있다.

이 회사에는 3가지 특별한 장수 DNA가 있다. 청렴과 정직, 공정이다. 청렴과 정직으로 협력업체와 동반성장하며 투철하고 공정한 직업의식으로 기업의 사회적 책임을 수행한다.

제이에스엠은 국내 내항해운업계는 물론이고 외항해운업계, 그리고 일본 해운선사에 600여 명의 미얀마 선원을 공급하고 있다. 자체 육성한 선원들의 질적인 경쟁력이 알음알음 입소문으로 번지면서 국내와에서 선주들

의 선원공급 요청도 쇄도하고 있다. 장기 거대한 곳이 절반을 넘을 정도로 신뢰와 동반성장을 중요하게 여겨왔다.

바다를 무대 삼아 세계를 항해하는 선원들을 양성하고 적재적소에 배치하는 일은 제이에스엠의 강점이다. 창업 초기 한국 선원들을 위주로 용역업체를 운영하다 지금은 주로 미얀마, 우크라이나, 인도네시아 선원들이 제이에스엠 소속으로 일하고 있다.

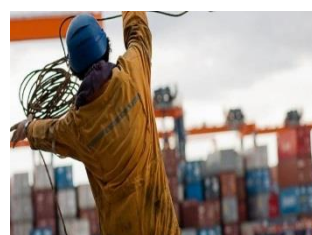
제이에스엠의 경쟁력은 질 높은 교육에서 나온다. 이 회사는 미얀마에 세 개의 오피스를 가지고 있다. 메인오피스 옆에는 선원교육 훈련원인 ‘JMTC’를 운영한다. 선주사의 지원 없이 10억 원의 자비를 투자해 만든 JMTC는

제이에스엠의 자랑이다. 이곳에서 ‘준비된’ 예비선원과 사관을 양성하고 해난사고 시 개인 생존기술과 화재예방 및 소화 등 급급처치 등 필수적인 과정도 교육

한다. 특히 모의 조종 시뮬레이터 등 동종 업계에서 보기 힘든 고가의 장비를 구축하고 미얀마 정부로부터 선원교육을 위탁받아 운영하고 있다. 현재 매주 40~80명 가량이 실제 항해 상황과 똑같은 조건에서 현장교육을 받고 있다.

변 대표는 “제이에스엠이 반세기 동안 꾸준히 성장할 수 있었던 원동력은 ‘현장’과 ‘사람’에 있다”며 “선원 공급 후 사후관리까지 국내 대표적인 전문기업으로 인정받을 수 있었던 것도 맡은 바 책임을 다해준 직원들의 노고 덕분”이라고 말했다.

최윤호 기자 uknow@donga.com



Memo