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Circular Letter No.4995
24 March 2025

To: All IMO Member States

Subject: **Call for nominations – NextWave Seafarers Pilot Training Programme (2025-2026)**

1 The International Maritime Organization (IMO), in partnership with the Kingdom of Saudi Arabia (KSA) and in collaboration with the national shipping line of Saudi Arabia, Bahri, is pleased to announce the launch of the pilot training programme under the framework of the IMO-KSA NextWave Seafarers (NWS) project. This initiative seeks to provide onboard training opportunities for cadet (i.e. candidates for certification as officers in the deck or engine departments, including electro-technical officers) seafarers from small island developing States (SIDS) and least developed countries (LDCs), addressing the existing barriers to entry in the seafaring profession and contributing to the sustainable development of maritime human resources in these regions.

2 Under this pilot activity, 20 cadet seafarers from SIDS and LDCs will be selected for onboard training placements on ships operated by Bahri, the national shipping company of Saudi Arabia, commencing in July 2025, to carry out seagoing service as part of relevant approved training and certification programmes. The NWS pilot activity aims to establish a sustainable model for facilitating seafarer training opportunities, which may later be expanded to additional shipping companies and Member States.

Call for nominations

3 IMO invites nominations from the maritime administrations of SIDS and LDCs for up to two (2) candidates per country to participate in the NextWave Seafarers pilot programme.

4 Only nominations submitted through the official maritime administration of the respective country will be considered. Direct applications from cadets will not be accepted.

5 The selected candidates will be placed on Bahri-operated ships for a training period of up to six (6) months, subject to the terms and conditions set out in the training contracts between the selected cadets and Bahri. Once the selection process is complete, the cadets must enter into a trainee contract directly with Bahri before commencing their training on board.

Eligibility and selection criteria

6 To be considered for selection, nominated cadets must be enrolled on an approved training programme and meet the minimum requirements outlined in annex 2 to this circular letter.

7 IMO strongly encourages the nomination of one male and one female cadet per country to promote gender balance and inclusivity in maritime training. The selection process will aim to ensure that at least 50% of the cadets selected are female.

Application and submission process

8 Maritime administrations of eligible SIDS and LDCs are invited to submit their nominations. Each nomination should include the following:

- Completed nomination form (annex 1); and
- Supporting documents verifying that the cadet meets the minimum selection criteria (annex 2).

9 Each nomination must be formally endorsed and signed by a senior official of the maritime administration.

10 All nominations must be submitted via official email to IMO at tcid@imo.org with JMatheic@imo.org in copy, no later than **31 May 2025**. Late or incomplete nominations will not be considered.

11 The IMO Secretariat, in consultation with KSA/TGA and Bahri, will review the nominations and notify the selected candidates through the respective maritime administrations. Successful candidates will be required to enter into a training contract with Bahri before their placement on board.

Programme logistics and financial considerations

12 The Kingdom of Saudi Arabia and Bahri are providing full financial support for the implementation of this pilot training programme. This includes:

- onboard training placements provided by Bahri;
- monthly stipend payable by Bahri;
- airfare and visa costs, which will be arranged and covered by Bahri; and
- daily subsistence allowance (DSA) for transit during embarkation/disembarkation, provided by IMO.

13 The IMO Technical Cooperation and Implementation Division (TCID) will oversee the coordination and implementation of the programme. The progress of the pilot activity will be monitored and feedback from cadets will be collected on a monthly basis to assess the impact and scalability of the initiative.

Next steps

14 Maritime administrations of SIDS and LDCs to identify and nominate eligible cadets by **31 May 2025** to ensure timely processing of applications.

15 Further details on the programme and any updates will be made available through the IMO website and official communication channels.

ANNEX 1

NOMINATION FORM

IMO-KSA NextWave Seafarers Pilot Training Programme (2025-2026)

Member States are encouraged to nominate one male and one female cadet, ensuring gender balance.

Section/item	Details/response
Instructions	<ul style="list-style-type: none"> - Each SIDS/LDC Member State may nominate up to two (2) cadets (ideally one male and one female). - Attach supporting documents verifying that the nominee meets the minimum selection criteria (annex 2 to the circular letter). - Endorsement by a senior official of the maritime administration is required. - Email the completed form to tcid@imo.org with jmatheic@imo.org in copy by 31 May 2025.
A. Nominee details (please use separate form for each nominee)	
1. Member State (SIDS/LDC)	
2. Nominee's full name	Title (Mr./Ms./other): First name: Last name (Family name):
3. Gender
4. Nationality
5. Date of birth (dd/mm/yyyy)
6. Passport details	Passport No.: Expiry date:
7. Seafarer's Identity Document details (e.g. Seaman's Book)	Number: Expiry date:
8. Contact information	Email: Phone (incl. country code): Mailing/residential address: Nearest sea port :..... Nearest airport:.....
9. Educational background/ongoing maritime training	Name of maritime institution where the trainee is currently enrolled: Address of maritime institution:

Section/item	Details/response
	<p>Programme/qualification: (e.g. Deck officer, Engineer officer, Electro-technical officer)</p> <p>Expected completion date:</p>
<p>10. Brief description of current training programme (if applicable)</p>	<p>.....</p> <p>.....</p> <p>.....</p>
<p>B. Compliance with selection criteria</p>	<p><i>(Please tick/check each box to confirm the requirement is met or will be met prior to embarkation.)</i></p>
	<ul style="list-style-type: none"> - <input type="checkbox"/> Age: Over 18 - <input type="checkbox"/> Valid passport (≥1 year validity) - <input type="checkbox"/> Valid Seafarer's Identity Document (Seaman's Book) (≥1 year validity) - <input type="checkbox"/> Medical fitness (STCW regulation I/9) - <input type="checkbox"/> STCW Basic Training (regulation VI/1: PST, FPF, EFA, PSSR) - <input type="checkbox"/> Security Awareness Training - <input type="checkbox"/> Tanker Basic Training (if applicable) - <input type="checkbox"/> Proficiency in English (e.g., Marlins English Test) - <input type="checkbox"/> Vaccinations (Yellow fever required; COVID-19 preferred)
<p>C. Endorsement by nominee</p>	<p>"I, the undersigned, certify that the information given in this nomination form is accurate and that I have read and understood the programme requirements."</p> <p>Signature of nominee:</p> <p>Date:</p>
<p>D. Official endorsement by Maritime Administration</p>	<p>"On behalf of the maritime administration of, I endorse the above-named nominee for participation in the IMO-KSA NextWave Seafarers Pilot Training Programme. I confirm the nominee meets the minimum selection criteria."</p> <p>Name of senior official:</p> <p>Title/designation:</p> <p>Official Email:</p> <p>Telephone:</p> <p>Signature:</p> <p>Date:</p> <p>(Official stamp/seal, if applicable)</p>

Section/item	Details/response
E. Additional notes/comments (optional)	<p>.....</p> <p>.....</p> <p>.....</p>
Checklist for submission	<ul style="list-style-type: none"> - <input type="checkbox"/> Completed nomination form (sections A to E) - <input type="checkbox"/> Copies of all supporting certificates/documentation (e.g. STCW Basic Training as referred to in annex 2, passport, medical certificate, etc.) - <input type="checkbox"/> Official endorsement signature/stamp

ANNEX 2

SELECTION CRITERIA FOR CADETS

1. Age: Over 18 years old.
 2. Passport: Valid passport with at least one-year validity.
 3. Seafarers' identity document (e.g. Seaman's Book): Valid Seaman's Book with at least one-year validity.
 4. Medical fitness: Medically fit to perform duties at sea, with a medical certificate issued in accordance with STCW regulation I/9.
 5. Basic training: completion of STCW basic training in accordance with STCW regulation VI/1 and STCW Code section A-VI/1:
 - Personal survival techniques (PST)
 - Fire prevention and firefighting (FPPF)
 - Elementary first aid (EFA)
 - Personal safety and social responsibilities (PSSR)
 6. Security Awareness Training.
 7. Tanker Training: Basic training on tankers (if applicable).
 8. Proficiency in English (oral and written): Successful completion of the Marlins English Test.
 9. Vaccination: Yellow fever vaccination. COVID-19 vaccination is preferred but not mandatory.
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