



Maritime Industry Authority  
Republic of the Philippines

# Regional Forum on the Effective Implementation of the STCW Convention and Code

## Navigating Change:

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## Regional Action on STCW Compliance

  
17-19 FEBRUARY 2026  
OKADA MANILA, PHILIPPINES



# PROGRAMME

Time	Session	Details
<b>Day 1</b> - Tuesday, 17 February 2026   <b>Venue:</b> Grand Ballroom 1 (near Coral Wing) Dress Code: Smart Casual		
08:30		Arrival and Registration
09:00	<b>1</b>	Opening Ceremony  Welcome Remarks:  <b>Hon. Sonia B. Malaluan</b> Administrator Maritime Industry Authority  Messages:  <b>Hon. Giovanni Z. Lopez</b> Acting Secretary Department of Transportation, Philippines  <b>His Excellency Teodoro L. Locsin, Jr.</b> Ambassador/ Permanent Representative of the Philippines to the IMO Embassy of the Philippines, United Kingdom  <b>His Excellency Arsenio Dominguez</b> Secretary-General, International Maritime Organization  Group Photo
10:00	<b>2</b>	Brief Introduction of the Conference Program and Participants  <b>Atty. Jean Ver Pia, PhD</b> Head, Asia and Pacific Section, Subdivision for Maritime Development, Technical Cooperation and Implementation Division, IMO
10:15		Refreshment Break

Time	Session	Details
<b>Topic: Overview on the Comprehensive Review of the STCW Convention</b>		
10:45	<b>3</b>	<p><b>Brief introduction on the Comprehensive Review of the STCW</b></p> <p><b>Moderator:</b></p> <p><b>Atty. Jean Ver Pia, PhD</b>  Head, Asia and Pacific Section,  Subdivision for Maritime Development,  Technical Cooperation and Implementation Division, IMO</p> <p><b>Panelists:</b></p> <p><b>Mr. Herbert V. Nalupa</b>  Maritime Education and Training Standards Supervisor (METSS),  Maritime Industry Authority, Philippines  (Presenter)</p> <p><b>Ms. Sisi Pan</b>  Deputy Director,  Seafarers Management Department  Maritime Safety Administration  China</p> <p><b>Mr. Pouria Koulivand</b>  Deputy of Permanent Representative of I.R. of IRAN to IMO  Ports and Maritime Organisation  Iran</p> <p><b>Mr. Danny Christian L. Jumayao</b>  Cadet  John B. Lacson Colleges Foundation  Bacolod City, Negros Occidental  Philippines</p>
12:00	Lunch Break	

Time	Session	Details
<b>Topic: Opportunities and challenges for seafarers' training on the use of alternative fuels</b>		
14:00	<b>4</b>	<p><b>Opportunities and challenges in capacitating trainers on alternative fuels</b></p> <p><b>Moderator:</b></p> <p><b>Mr. Gerardo Borrromeo</b> Chief Executive Officer, Philippine Transmarine Carrier</p> <p><b>Panelists:</b></p> <p><b>Ms. Anne Pazaver</b> Lecturer and ESSP Coordinator World Maritime University Malmo, Sweden (Presenter)</p> <p><b>Mr. Andreas Nordseth</b> Team Leader and Key Expert 1 NTU International A/S EU-ASEAN Sustainable Connectivity Package (SCOPE)</p> <p><b>C/E Sherrain Tamana-Dominguez</b> Chief Engineer, BW LPG Group, Philippines Instructor/Assessor/Course Developer Philcamsat</p> <p><b>C/E Jonathan A. Seguritan</b> Maritime Education and Training Standards Supervisor Maritime Industry Authority (MARINA) Philippines</p> <p><b>Engr. Mao Tze M. Bayotas</b> Project Lead Center for Green Seafaring Initiative Maritime Academy of Asia and the Pacific (MAAP) Philippines</p>
15:15	Refreshment Break	

Time	Session	Details
15:45	<b>5</b>	<p><b>Key factors in competency development relating to training on the use of alternative fuels</b></p> <p><b>Moderator:</b></p> <p><b>Mr. Andreas Nordseth</b> Team Leader and Key Expert 1 NTU International A/S EU-ASEAN Sustainable Connectivity Package (SCOPE) (Presenter)</p> <p><b>Panelists:</b></p> <p><b>C/E Julian Lopez</b> Director, Technical Division Asia Green Marine Denmark</p> <p><b>Mr. Swapnil Walunekar</b> Owner's Representative Maersk-Filipinas Crewing, Inc. Philippines</p> <p><b>Capt. Adrien Luntao</b> Manager, Maritime Training Center - Philippines BSM Maritime Training Centre Philippines, Inc. Philippines</p> <p><b>Ms. Katherine Pauline R. Avelino</b> President Philippine Association of Maritime Training Centers, Inc. (PAMTCI)</p>
17:00	End of Day 1	
18:00	<p><b>Welcome Dinner for the VIPs, delegates, panelists, presenters, and moderators</b></p> <p><b>Venue:</b> Grand Ballroom 2 (near Coral Wing)</p>	

Time	Session	Details
<b>Day 2</b> – Wednesday, 18 February 2026   <b>Venue:</b> Golden Ballroom 1 and 2 (near Pearl Wing) Dress Code: Smart Casual		
<b>Topic: Gender responsive maritime governance</b>		
08:30	Arrival and Registration	
09:00	<b>6</b>	<p><b>STCW Code Amendments on Violence and Harassment</b></p> <p><b>Moderator:</b></p> <p><b>Ms. Presca Lee B. Lugo</b>            Maritime Education and Training Standards Supervisor            Maritime Industry Authority (MARINA), Philippines            (Presenter)</p> <p><b>Panelists:</b></p> <p><b>Mr. Bien Carlo Galapon</b>            Senior Vice President            Gregorio Oca Leadership and Development (GOLD)            Foundation, Inc.            Philippines</p> <p><b>Mr. Dimas Pratama Yuda</b>            Technical Policy Analyst            Directorate General of Sea Transportation            Indonesia</p> <p><b>C/E Arvin Ivan D. Peralta</b>            Inspector            International Transport Workers Federation (ITF)</p> <p><b>Capt. Rosemelyn V. Boongaling</b>            Master, Wilhelmsen Ahrenkiel Steamship            Marlow Navigation Manning Agency</p>
10:00	Refreshment Break	

Time	Session	Details
10:30	7	<p><b>Gender Mainstreaming in Maritime Administration</b></p> <p><b>Moderator:</b></p> <p><b>Ms. Victoria Q Paraggua, PhD</b>  Director, Department of Research, Development &amp; Extension,  Philippine Merchant Marine Academy (PMMA)  Philippines</p> <p><b>Panelists:</b></p> <p><b>Ms. Merle Jimenez-San Pedro</b>  President  Women in Maritime Asia &amp;  Women In Maritime Philippines (WIMAPHIL)  (Presenter)</p> <p><b>Ms. Princess Dianna Marrey B. David</b>  Cadet  MOL Magsaysay Maritime Academy  Philippines</p> <p><b>Ms. Elena M. Santos</b>  Head, Maritime Research and Development Division  National Maritime Polytechnic  Philippines</p> <p><b>Ms. Helder Pascoela Maria da Silva</b>  Director  Maritime Administration  Timor Leste</p>
11:30	Lunch Break	
13:00	8	<p><b>Technical Tour</b> (for Conference Delegates only)</p> <ul style="list-style-type: none"> <li>• Magsaysay Learning Resources, Inc. – Practical Site Brgy. Bunga, Tanza, Cavite, Philippines</li> <li>• Philippine Center for Advanced Maritime Simulation and Training, Inc. (PHILCAMSAT) – MAST Campus 8001 Gulod Street, Barangay Pinagsanhan 1B, Maragondon, Cavite, Philippines</li> </ul>

Time	Session	Details
<b>Day 3</b> – Thursday, 19 February 2026   <b>Venue:</b> Grand Ballroom 1 (near Coral Wing) Dress Code: Smart Casual		
<b>Topic: Challenges, gaps and development on maritime education and training</b>		
08:30		Arrival and Registration
09:00	<b>9</b>	<p><b>Substitution of approved seagoing service with alternative measures</b></p> <p><b>Moderator:</b></p> <p><b>Dr. Takeshi Nakazawa</b>            Executive Director            International Association of Maritime Universities (IAMU)            (Presenter)</p> <p><b>Panelists:</b></p> <p><b>Capt. Nebuchadnezzar C. Rabaya</b>            Director of Training            Norwegian Maritime Foundation of the Philippines, Inc.</p> <p><b>Mr. Sanjeev Thasari</b>            Product Sales Manager, Simulation &amp; Training,            Wartsila Voyage APAC, Singapore</p> <p><b>Capt. Hari Subramaniam</b>            Main Council Member, Nautical Institute &amp;            Chief Commercial Officer – Howden Specialty</p> <p><b>Mr. Fang Xinliang</b>            Principal Staff Member            China Maritime Safety Administration            China</p> <p><b>2/E Vera Christine Dadula</b>            Head, Engine Training Department            United Maritime Training Center, Philippines</p>
10:15		Refreshment Break

Time	Session	Details
10:45	<b>10</b>	<p><b>21st century skills and non-technical behavioral skills</b></p> <p><b>Moderator:</b></p> <p><b>Capt. Jeffrey Rodriguez</b>  President  OSM Fleet Management, Inc.  (Presenter)</p> <p><b>Panelists:</b></p> <p><b>Capt. Sayeed Ahmed</b>  Controller of Maritime Education  Department of Shipping, Bangladesh</p> <p><b>Mr. Giovanni Tuapin</b>  President  Intership Crew Philippines</p> <p><b>CG Commo Christine Pauline Bergaño-Diciano</b>  Deputy Commander, Coast Guard Human Resource  Management Command, Philippine Coast Guard</p> <p><b>Capt. Pol Winston G. Haboc</b>  Vice President  Philippine Center for Advanced Maritime Simulation and  Training, Inc.</p>
12:00		Lunch Break

Time	Session	Details
14:00	<b>11</b>	<p><b>Modernization of training requirements versus traditional seafaring skills</b></p> <p><b>Moderator:</b></p> <p><b>Mr. Yrhen Bernard S. Balinis</b> Country Lead, Ocean Centres Philippines</p> <p><b>Panelists:</b></p> <p><b>Capt. James Nikko Hosana</b> Founder Seaker System Technologies, Inc. (Presenter)</p> <p><b>Capt. Don Juan Carlo Apao</b> Licensed Master Mariner Marlow Navigation Philippines, Inc.</p> <p><b>Mr. Bordin Srimanee</b> Maritime Human Resource Development Merchant Marine Training Centre, Marine Department, Ministry of Transportation, Thailand</p> <p><b>C/E Precious Joyce L. Calmada</b> Active Seafarer, CMA CGM Philippines</p> <p><b>Capt. Reynold M. Sabay</b> Technical Expert Philippine Merchant Marine Academy</p>
15:15	Refreshment Break	

Time	Session	Details
15:45	<b>12</b>	Awarding of Certificates
16:15	<b>13</b>	<p>Closing Ceremony</p> <p>Messages:</p> <p><b>Atty. Jean Ver Pia, PhD</b>  Head, Asia and Pacific Section,  Subdivision for Maritime Development,  Technical Cooperation and Implementation Division,  IMO</p> <p><b>Mr. Samuel L. Batalla</b>  Executive Director  STCW Office, Maritime Industry Authority, Philippines</p>

**Ms. Merrowen Andong**  
**Master of the Ceremonies**



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## WELCOME REMARKS



**HON. SONIA B. MALALUAN**  
Administrator  
Maritime Industry  
Authority (MARINA)  
Philippines

# OPENING CEREMONY

## MESSAGES:



**HON. GIOVANNI Z. LOPEZ**  
Acting Secretary  
Department of Transportation,  
Philippines



**HIS EXCELLENCY  
TEODORO L. LOCSIN, JR.**  
Ambassador/ Permanent  
Representative of the  
Philippines to the IMO  
Embassy of the Philippines,  
United Kingdom



**HIS EXCELLENCY  
ARSENIO DOMINGUEZ**  
Secretary-General,  
International Maritime  
Organization



**Ms. Sonia B. Malaluan**  
Administrator  
Maritime Industry Authority (MARINA)  
Philippines

Ms. Malaluan is the Administrator of the Maritime Industry Authority (MARINA) starting 18 December 2023, bringing with her more than 35 years of dedicated public service in the Philippine maritime sector. She holds a Master's Degree in Public Administration from the Lee Kuan Yew School of Public Policy, National University of Singapore, and a Master of Science in Shipping Management from the World Maritime University in Malmö, Sweden, complemented by a Bachelor of Science in Commerce major in Accounting from the University of Batangas. Her strong academic foundation is further reinforced by extensive leadership, management, technical, administrative, and financial training undertaken both locally and abroad.

Throughout her distinguished career at MARINA, Administrator Malaluan has served in numerous senior leadership roles, including Deputy Administrator for Planning, Maritime Attaché to London, Regional Director, and Director of key central and regional offices. She has been at the forefront of major institutional reforms, playing a pivotal role in MARINA's assumption of Flag State functions, the nationwide establishment of regional and extension offices, the agency's rationalization initiatives, and its designation as the Single Maritime Administration for the implementation of the STCW Convention, as amended. She also contributed significantly to the review and revision of MARINA's Organizational Structure and Staffing Plan in 2023 and led the development of the MARINA Roadmap under the Maritime Industry Development Plan (MIDP).

At the international level, Ms. Malaluan has represented the Philippines in various IMO bodies, ASEAN maritime meetings, and other global fora, and led the successful hosting of landmark conferences, including the Diplomatic Conference that adopted the Manila Amendments to the STCW Convention. A staunch advocate of gender equality, she has long championed women's empowerment in maritime, serving in leadership roles within the Women in Maritime Association Philippines and Women in Maritime-Asia, and as MARINA's Gender and Development Focal Point.



**Hon. Giovanni Z. Lopez**  
Acting Secretary  
Department of Transportation  
Philippines

Acting Secretary Giovanni “Banoy” Z. Lopez has dedicated nearly two decades to government service, holding key leadership roles within the Department of Transportation (DOTr).

He first served as the Director for Legal Service in 2017 before serving as Assistant Secretary for Procurement and Project Implementation in the same year.

In 2021, he was designated as Officer-in-Charge Executive Director of the Toll Regulatory Board (TRB), while concurrently serving as Undersecretary for Finance and Chief of Staff to then DOTr Secretary Arthur P. Tugade.

By 2022, he assumed the role of Executive Director of the Land Transportation Office (LTO) before returning to the private sector in the same year.

He returned to the DOTr under the leadership of former Secretary Vince Dizon in February 2025, serving as the Senior Undersecretary for Administration, Finance, and Procurement.

In September 2025, he was appointed Acting Secretary of the DOTr, continuing the agency’s mission to modernize and improve the country’s transportation system.



**Atty. Villamor Ventura S. Plan**  
Assistant Secretary for Maritime  
Department of Transportation  
Philippines

Atty. Villamor Ventura S. Plan is a seasoned public servant and legal expert with over two decades of experience in government service, legal consultancy, and academia. He currently serves as the Assistant Secretary for Maritime at the Department of Transportation, where he plays a pivotal role in shaping maritime policy and overseeing maritime sector operations. He previously held key leadership roles, including Deputy Administrator of the Philippine Overseas Employment Administration (POEA) and Executive Director of the One-Stop Shop Inter-Agency Tax Credit and Duty Drawback Center under the Department of Finance. His career also spans legal counsel and consultancy roles with various agencies such as the LTFRB, DOH, CEZA, and the PCSO.

Atty. Plan holds a Juris Doctor from the Ateneo School of Law and graduated cum laude with a degree in Philosophy from the University of Santo Tomas, where he also earned a Licentiate in Philosophy magna cum laude. He is an active member of the Integrated Bar of the Philippines and the Rotary Club of Tuguegarao.



### **His Excellency Teodoro L. Locsin Jr.**

Ambassador of the Republic of the Philippines to the United Kingdom of Great Britain and Northern Ireland with Concurrent Jurisdiction over Ireland, Isle of Man, and Bailiwicks of Guernsey and Jersey

A lawyer by profession and a journalist by trade, Ambassador Teodoro L. Locsin Jr. holds a Master of Laws from Harvard Law School. He was a publisher, editorial writer, and co-anchor and host of a number of national broadsheets and radio and TV news shows. He was publisher of Today and Globe newspapers; host and co-anchor of TV shows Teditorial, The Assignment, and Points of View; and co-anchor of radio shows Executive Session and Karambola. He was also an editorial writer of the Philippines Free Press and a writer for Interaksyon.

In government, he served as the legal counsel and speechwriter to President Corazon C. Aquino, and as the speechwriter to Presidents Joseph Ejercito Estrada and Gloria Macapagal-Arroyo. He was elected to the Philippine House of Representatives, representing the First District of Makati City from 2001 to 2010.

He served as the 20th Philippine Permanent Representative to the United Nations, of which the Philippines is a founding member, succeeding a long line of distinguished diplomats. He later served as the Philippine Secretary of Foreign Affairs from 2018 to 2022.

He is married to Maria Lourdes Barcelon Locsin and has four children.



### **His Excellency Arsenio Antonio Domínguez Velasco**

Secretary-General  
International Maritime Organization (IMO)

His Excellency Dominguez assumed his role as tenth IMO Secretary-General on 1 January 2024, bringing with him more than three decades of experience serving the global maritime sector, across a spectrum of leadership roles of increasing scope and responsibility.

Initially representing his native Panama, first within the Panama Maritime Authority and in his lattermost appointment as Ambassador of Panama to IMO, his affinity for building consensus saw him elected by his peers as Chair of several flagship IMO intergovernmental meetings, including: the Marine Environment Protection Committee (MEPC), the Technical Committee of the 29th Assembly, and the Maritime Security, Piracy and Armed Robbery Group, as well as a number of Vice-Chair and Board member roles.

A naval architect at heart and by training, Mr. Dominguez gained his first degree at Veracruzana University, Mexico. Recognising from the outset of his career the importance of a multi-disciplinary and multi-sectorial approach to the maritime sector, Mr. Dominguez later went on to pursue a Master of Business Administration (MBA) at the University of Hull, as well as an executive qualification in International Law and European Politics at Birkbeck University, both in the United Kingdom.

This agile approach served him well in better understanding the priorities and navigating the needs of the different stakeholders across the maritime sector, and indeed the complexities of a specialized UN agency whose mission it is to support them. In 2017 Mr. Dominguez harnessed this extensive technical and diplomatic knowledge and experience as a delegate for the benefit of IMO. He joined the Organization, first as Chief of Staff, followed by Administrative Director - leading the Organization through the COVID-19 pandemic. Directly prior to his election in July 2023 as Secretary-General, he was the Director of the Marine Environment Division.

His initial term as IMO Secretary-General, approved at the 33rd Assembly in December 2023, is for a period of four years from 2024 to 2027.



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## Brief introduction on the Comprehensive Review of the STCW

*The comprehensive review of the STCW Convention offers a critical platform to evaluate the Convention's continued relevance amid rapid changes in the maritime sector. The review aims to ensure that standards of training, certification, and watchkeeping remain forward-looking, responsive, and firmly anchored on safety, competence, and professionalism at sea.*

### MODERATOR



**ATTY. JEAN VER PIA, PhD**

Head, Asia and Pacific Section,  
Subdivision for Maritime Development,  
Technical Cooperation and  
Implementation Division, IMO

# SESSION

# 03

### PANELISTS



*Presenter*

**MR. HERBERT V. NALUPA**

Maritime Education and Training  
Standards Supervisor (METSS),  
Maritime Industry Authority,  
Philippines



**MS. SISI PAN**

Deputy Director,  
Seafarers Management Department  
Maritime Safety Administration  
China



**MR. POURIA KOULIVAND**

Deputy of Permanent Representative  
of I.R. of IRAN to IMO  
Ports and Maritime Organisation  
Iran



**MR. DANNY CHRISTIAN  
L. JUMAYAO**

Cadet  
John B. Lacson Colleges Foundation  
Bacolod City, Negros Occidental  
Philippines



### **Atty. Jean Ver Pia, PhD**

Head, Asia and Pacific Section,  
Subdivision for Maritime Development,  
Technical Cooperation and Implementation Division, IMO

Assuming her current position on 1 November 2024, Ms. Pia's focus is on capacity development and strengthening technical cooperation across the Asia and Pacific region, working closely with Member States and implementing partners to design and deliver key capacity development initiatives. In addition to her work as Regional Head, she has recently been designated Lead for the Thematic Programme on the Protection of the Marine Environment.

Prior to joining IMO, Ms. Pia served as Maritime Attache of the Philippines to IMO from December 2021 to October 2024. Throughout her thirty year career as a senior officer in the Philippines' Maritime Industry Authority (MARINA), she held roles including Director of Overseas Shipping Service, Officer-in-Charge (OIC) Deputy Administrator for Planning and OIC Deputy Executive Director of the STCW Office, contributing extensively to regulatory and partnership work.

A lawyer by profession, Ms. Pia graduated with Law and Juris Doctor degrees from San Beda University, Manila; earned a Master of Science (MSS) in Maritime Affairs in Maritime Administration from the World Maritime University (WMU), Malmo, Sweden in 2003; and, completed her Doctor of Philosophy (PhD) at Cardiff University, Cardiff, Wales, United Kingdom in 2017. Her doctoral thesis titled: "nangangamuhan": An analysis of the standard employment contract (POEA-SEC) for Filipino seafarers, examined the views, perceptions and experiences of seafarers in relation to the POEA-standard employment contract for Filipino seafarers. As a Research Fellow at the Seafarers International Research Centre (SIRC) based in Cardiff University, she has written several journal articles in collaboration with her colleagues at SIRC. Her postgraduate studies were fully funded by the Nippon Foundation.



### **Mr. Herbert de Vera Nalupa**

Maritime Education & Training Standards Supervisor;  
Concurrent Chief, Monitoring Division, STCW Office,  
Maritime Industry Authority (MARINA)  
Philippines

He is a graduate of the Bachelor of Arts in Social Sciences from the University of the Philippines and devoted the first 14 years of his professional life to social work before transitioning to the maritime sector in 2014. In October 2022, he earned the MSc in Maritime Affairs with specialization in MET from the WMU in Malmö, where he achieved academic distinctions. He received major awards: Best Student specializing in MET, the Chancellor's Medal for Academic Excellence, the C. P. Srivastava Award for International Fellowship and Cooperation, and recognition from the Kalmar Foundation. He is the first Filipino to receive the highest distinctions at WMU and the first graduate in the university's history to be conferred both top academic awards since its establishment in 1983.

He currently serves as a MET Standards Supervisor while concurrently holding the position of Chief of the Monitoring Division of the MARINA STCW Office. Beyond technical and regulatory roles, he is a certified Life Coach and a trained Mental Health Coach. He also holds a Lead Auditor grade for ISO 9001 from the UK International Register of Certified Auditors, is a trained Six Sigma Black Belt, and serves as an assessor for the Philippine Quality Award. In September 2024, he was elected Vice Chair of the Expert Group on Seafarers' Better Welfare (EG2) under the APEC Seafarers Excellence Network and is one of the regular representatives of the Philippines to the IMO Sub-Committee on Human Element, Training and Watchkeeping



**Ms. Sisi Pan**  
Deputy Director,  
Seafarers Management Department  
Maritime Safety Administration  
China

Ms. Pan has accumulated nearly 14 years of experience in the field of seafarers management. She possesses extensive expertise in the administration of seafarer training, examination, and certification, with a deep command of both domestic regulations and international conventions relating seafarers. Certified as a senior auditor for seafarer training quality management systems and as an examiner, she has served as a representative of the Chinese government at multiple sessions of the IMO's HTW sub-committee. In recent years, she has been responsible for leading the organization of domestic research and proposal drafting related to the comprehensive review of the 1978 STCW Convention and Code, and served as the Coordinator of Correspondence Group on the Development of Training Provisions for Seafarers on Ships Using Alternative Fuels and New Technologies established by HTW II.



**Mr. Pouria Koulivand**  
Deputy of Permanent Representative of I.R. of IRAN to IMO  
Ports and Maritime Organisation  
Iran

Mr. Pouria Koulivand is an experienced maritime policy expert and senior government official with over a decade of service in the fields of seafarer training, maritime compliance, and regulatory oversight. As former Deputy Director General of Seafarers' Affairs and International Specialized Agencies at Iran's Ports and Maritime Organization, he led the implementation of international conventions including STCW and MLC, and oversaw national reforms in certification and competency frameworks. A certified IMO IMSAS auditor and lead auditor for quality and integrated management systems, Mr. Koulivand has also served as Head of Port and Flag State Control Department. His insights draw on hands-on experience with ship inspections, regulatory policy-making, and international negotiation—positioning him to offer a regional perspective on STCW modernization amid global maritime transformation.



**Mr. Danny Christian L. Jumayao**  
Cadet  
John B. Lacson Colleges Foundation  
Bacolod City, Negros Occidental  
Philippines

Danny's story is one of quiet perseverance shaped by faith, purpose, and service. Guided by his unwavering commitment to God and excellence, he consistently holds the Rank 1 standing in the Marine Engineering program at John B. Lacson Colleges Foundation—Bacolod. His dedication has earned him international recognition as a 2025 Lüddeke Prize recipient and a Nautical Institute Maritime Student of the Year Joint Runner-Up—placing him among only three awardees worldwide—as well as national recognition as one of the Ten Outstanding Maritime Students of the Philippines (TOMSP) 2025, the sole finalist from JBLCF-B, and a national medalist in various oratorical competitions.

Today, as Editor-in-Chief of JBLCF's official student publication, Danny leads by example—championing responsible journalism, nurturing student voices, and proving that true leadership is measured not by titles, but by impact and service.



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# Opportunities and challenges in capacitating trainers on alternative fuels

The baseline training framework developed by the Maritime Just Transition Task Force (MJTTF) was recently tested in two locations: WMU and MTCC Asia in the form of a Train-the-Trainer Programme. Some countries have also initiated designing and delivering the Train-the-Trainer Program. Opportunities and challenges from the development and delivery of the Train-the-Trainer, including recommendations and ways forward will be shared for information and discussion.

## MODERATOR



**MR. GERARDO  
BORROMEO**

Chief Executive Officer,  
Philippine Transmarine  
Carrier

# SESSION

# 04

## PANELISTS



*Presenter*

**MS. ANNE PAZAVER**

Lecturer and ESSP Coordinator  
World Maritime University  
Malmö, Sweden



**MR. ANDREAS  
NORDSETH**

Team Leader and Key Expert 1  
NTU International A/S  
EU-ASEAN Sustainable Connectivity  
Package (SCOPE)



**C/E SHERRAIN  
TAMANA-DOMINGUEZ**

Chief Engineer, BW LPG  
Group, Philippines  
Instructor/Assessor/Course  
Developer Philcamsat



**C/E JONATHAN A.  
SEGURITAN**

Maritime Education and Training  
Standards Supervisor  
Maritime Industry Authority (MARINA)  
Philippines



**ENGR. MAO TZE M.  
BAYOTAS**

Project Lead  
Center for Green Seafaring Initiative  
Maritime Academy of Asia and the  
Pacific (MAAP)  
Philippines



**Mr. Gerardo Borrromeo**  
Chief Executive Officer, Philippine Transmarine Carrier

Gerardo A. Borrromeo is the Chief Executive Officer of the Philippine Transmarine Carriers (PTC) Group of Companies, a diversified company with strategic initiatives and business interests in shipping and maritime services, real estate, fuel distribution, healthcare, and aviation. He serves as Vice President of the Filipino Shipowners Association (FSA) and is a member of the Board of the International Chamber of Shipping (ICS).

Mr. Borrromeo is a member of the Board of Governors of the World Maritime University (WMU) in Sweden and serves as Chairman of its Executive Board. For two consecutive terms, he served as President of InterManager, an international trade association of global ship managers. He was awarded the distinguished Seatrade Personality of the Year Award at the Seatrade Maritime Awards Asia in 2015. For his valuable contribution to the Philippine maritime industry, Mr. Borrromeo was honored by the Maritime Industry Authority (MARINA) with the TIMONEL Maritime Achievement Award in 2014. He currently serves as the Chairman of MARINA's Multi-Sector Governance Council (MSGC) and concurrently participates as a member of the Maritime Industry Development Plan Technical Working Group (MIDP TWG).

A graduate of the Massachusetts Institute of Technology (MIT) in the USA, where he earned his Bachelor's and Master's degrees, Mr. Borrromeo represented MIT as a Regional Chair and Educational Counselor for the Philippines for 40 years until 2023. He currently serves as a member of the Executive Board of MIT's Sloan School of Management. He was recognized with MIT's George B. Morgan Award for sustained excellence in educational council activity in 2015 and, in 2022, was awarded the Harold E. Lobdell Distinguished Service Award in recognition of his sustained service to MIT and the MIT Alumni Association. He also serves as a member of the Board of Trustees at Santa Catalina School in the USA.



**Ms. Anne Pazaver**  
Lecturer and ESSP Coordinator  
World Maritime University  
Malmo, Sweden

Anne is a lecturer and PhD candidate at the World Maritime University (WMU) in Malmo, Sweden. Her research interests include Maritime Governance, particularly the role of non-state actors in global maritime governance in general and in the governance of seafarer training in relation to alternative fuels in particular. She also has research interests in seafarer mental health and in the development of 21st century skills for seafarers.

As a faculty member at WMU, Anne is in charge of the English and Study Skills Programme and lectures in the Maritime Education and Training Specialization. Anne has delivered train-the-trainer courses for IMO in Maritime English, Maritime Energy Management and Marine Casualty Investigation. Most recently, she participated in the role-out of a pioneering train-the-trainer programme for alternative fuels in connection with the Maritime Just Transition Task Force - IMO project on the Baseline Training Framework for Seafarers in Decarbonization.



**Mr. Andreas Nordseth**  
Team Leader and Key Expert 1  
NTU International A/S  
EU-ASEAN Sustainable Connectivity Package (SCOPE)

Andreas Nordseth is an experienced maritime leader, policy expert, and advisor with more than 30 years of experience in international maritime governance. He served for 16 years as Director General of the Danish Maritime Authority, where he played a central role in shaping global maritime regulation, safety, sustainability, and digitalisation.

He is an independent advisor and board member, focusing on governance, leadership, and system-level change in the maritime sector. Since October 2025, he has served as Team Leader of the EU-ASEAN SCOPE Seafarers Project and is currently based in the Philippines in this capacity.



**C/E Sherrain Tamana-Dominguez**  
Chief Engineer, BW LPG Group, Philippines  
Instructor/Assessor/Course Developer Philcamsat

Sherrain is an accomplished maritime professional with extensive expertise in the operation, management, and training of seafarers engaged in worldwide trading. She is accredited by the Maritime Industry Authority (MARINA) as an Instructor and Assessor in accordance with International Maritime Organization (IMO) standards, and her professional focus includes maritime education, competency development, and simulation-based training. Her technical interests extend to advanced marine engineering systems, dual-fuel engine operations, and the application of innovation in maritime safety and performance, alongside a strong advocacy for gender equality and the empowerment of women in the seafaring industry.

As a former Program Head of the Philippine Center for Advanced Maritime Simulation and Training, Sherrain led initiatives in curriculum development, competency assessment, and the integration of advanced simulation technologies to strengthen training quality and operational readiness. She is currently serving as Chief Engineer with BW LPG Group, where she brings hands-on leadership in vessel operations, maintenance, and engineering management, including specialized expertise in dual-fuel engine design and LGIP operations. Her professional work reflects a deep commitment to operational excellence, innovation, the professional development of maritime personnel, and the active championing of women empowerment in the global seafaring industry.



### **C/E Jonathan A. Seguritan**

Maritime Education and Training Standards Supervisor (METSS)  
Maritime Industry Authority (MARINA)  
Philippines

Chief Engineer Jonathan A. Seguritan is a Maritime Education and Training Standards Supervisor (METSS) at the STCW Office of the Maritime Industry Authority (MARINA), where he plays a key role in ensuring compliance with national and international standards for maritime education, training, and certification. In this capacity, he serves as lead inspector and evaluator in the inspection and monitoring of Maritime Higher Education Institutions, Maritime Training Institutions, and Assessment Centers. He is also actively involved in the formulation and review of maritime policies and circulars, as well as in the development and enhancement of STCW-related curricula.

Within the STCW Office, he has held leadership responsibilities as Officer-in-Charge of both the Examination and Assessment Division and the Accreditation Division, contributing to the strengthening of quality assurance mechanisms and assessment systems for Filipino seafarers.

Professionally, Chief Engineer Seguritan is a licensed Chief Engineer Officer and Naval Architect, with industry experience that includes service onboard ships and work as a Technical Superintendent in a shipping company where he previously served as Chief Engineer. His combined expertise in ship operations, technical management, and maritime regulation positions him as a valuable contributor to the advancement of maritime education, training, and certification in the Philippines.



### **Engr. Mao Tze M. Bayotas**

Project Lead  
Center for Green Seafaring Initiative  
Maritime Academy of Asia and the Pacific (MAAP)  
Philippines

Engr. Mao Tze is the Project Lead of the Center for Green Seafaring Initiative at the Maritime Academy of Asia and the Pacific (MAAP), where his work centers on the capacity development of Filipino seafarers in the context of sustainability and maritime decarbonization. He also serves as the Acting Program Head of the Bachelor of Science in Marine Engineering and Electro Technology (BSMEET) of MAAP. A graduate of the World Maritime University with a specialization in Maritime Energy Management, and a MAAP alumnus for his undergraduate studies, his professional focus integrates green shipping, maritime education, energy transition, and human capital development in the maritime sector.

His professional experience spans multiple dimensions of the maritime industry, including internships with the International Maritime Organization and ship management companies, maritime journalism, and service as a Second Engineer Officer onboard ship. Academically, he has contributed through the presentation and publication of scientific studies in international and local conferences and journals. He also serves as the ITF Youth Representative, representing the Philippines in previous Conferences of the Parties (COP) and in international roundtables and policy discussions on seafarers' welfare, climate action, and just transition, reflecting his sustained commitment to advocacy, research, and transformative leadership in maritime development.



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Republic of the Philippines

# Key factors in competency development relating to training on the use of alternative fuels

*The transition to alternative fuels in shipping requires seafarers to develop new and specialized competencies to ensure safe, efficient, and environmentally sound operations. This topic examines the key factors influencing competency development, including effective training frameworks, alignment with STCW requirements, availability of appropriate simulation and onboard training, industry–MET collaboration, and continuous upskilling. Emphasis is placed on human factors, safety culture, and preparedness as the maritime sector adapts to emerging fuel technologies.*

## MODERATOR



*Presenter*

**MR. ANDREAS NORDSETH**

Team Leader and Key Expert 1  
NTU International A/S  
EU-ASEAN Sustainable Connectivity  
Package (SCOPE)

# SESSION

# 05

## PANELISTS



**C/E JULIAN LOPEZ**

Director, Technical Division Asia  
Green Marine  
Denmark



**MR. SWAPNIL  
WALUNJKAR**

Owner's Representative  
Maersk-Filipinas Crewing, Inc.  
Philippines



**CAPT. ADRIEN LUNTAO**

Manager, Maritime Training Center -  
Philippines  
BSM Maritime Training Centre  
Philippines, Inc.  
Philippines



**MS. KATHERINE PAULINE  
R. AVELINO**

President  
Philippine Association of Maritime  
Training Centers, Inc. (PAMTCI)



**Mr. Andreas Nordseth**  
Team Leader and Key Expert 1  
NTU International A/S  
EU-ASEAN Sustainable Connectivity Package (SCOPE)

Andreas Nordseth is an experienced maritime leader, policy expert, and advisor with more than 30 years of experience in international maritime governance. He served for 16 years as Director General of the Danish Maritime Authority, where he played a central role in shaping global maritime regulation, safety, sustainability, and digitalisation.

He is an independent advisor and board member, focusing on governance, leadership, and system-level change in the maritime sector. Since October 2025, he has served as Team Leader of the EU-ASEAN SCOPE Seafarers Project and is currently based in the Philippines in this capacity.



**C/E Julian Lopez**  
Director, Technical Division Asia  
Green Marine  
Denmark

C/E Julian Lopez is the Director of the Technical Division (Asia) at Green Marine Engineering, where he leads initiatives on advancing alternative fuel technologies and educational standards for maritime professionals. With a career rooted in hands-on engineering and shaped by frontline operational experience, he brings a rare blend of practical insight, systems thinking, and forward-looking innovation to the industry.

Julian is one of the first chief marine engineers to operate methanol dual-fuel vessels, accumulating thousands of running hours and helping set early operational benchmarks for the technology. His work has been instrumental in resolving major design and operational challenges on methanol-fueled ships, contributing directly to safer, more reliable, and more efficient vessel performance.

His portfolio also includes the supervision of the construction of 12 methanol-fueled vessels at Hyundai Mipo Dockyard in Ulsan, South Korea—an achievement that underscores his technical leadership in the field.



**Mr. Swapnil Walunekar**  
Owner's Representative  
Maersk-Filipinas Crewing, Inc.  
Philippines

A maritime professional with nearly 25 years of experience across shipboard engineering and shore-based leadership, he brings a practical and policy-relevant perspective to competency development under the STCW Convention. He currently heads Maersk Crew Management Services in the Philippines, with responsibility for workforce capability, compliance, and operational excellence, and previously served as Fleet Superintendent in Singapore, overseeing some of the fleet's most efficient and technologically advanced vessels. His sea-going experience as Chief Engineer, with a strong focus on energy-efficient operations and resource management, provides a solid foundation for discussions on training and competency development related to alternative fuels. His core expertise includes change management, incident response, stakeholder engagement, and aligning training frameworks with evolving regulatory and technological requirements.



### **Capt. Adrien Luntao**

Manager, Maritime Training Center – Philippines  
BSM Maritime Training Centre Philippines, Inc.  
Philippines

Adrien is a Master Mariner with over ten years of sea-going experience on oil tankers and LPG vessels and more than two decades of leadership in global maritime training and competence development. As Manager of the BSM Maritime Training Centre Philippines, he oversees the training of more than 9,000 Filipino seafarers, driving innovation in simulator-based learning, human-element programs, and capability development across fleets.

Throughout his career—including senior training leadership roles at OSM Thome and Teekay Shipping Glasgow—Capt. Luntao has shaped large-scale training strategies, implemented blended learning systems, and designed talent-acceleration pathways that strengthen vessel safety, operational excellence, and long-term manpower readiness. Recently, he set up the methanol training program for BSM seafarers in the Philippines in partnership with another local training center.

He is extensively certified in behavioral competency assessments, ISO 9001:2015 auditing, Kaizen-Six Sigma, Predictive Index, PRINCE2 project management, and maritime instruction and assessment. Capt. Luntao was also a two-term INTERTANKO Human Element Committee member, contributing to industry-wide standards and competence frameworks such as the INTERTANKO Competence Management Guide (ICMG) and the Behavioural Competence Assessment and Verification (BCAV).



### **Ms. Katherine Pauline R. Avelino**

President  
Philippine Association of Maritime Training Centers, Inc.  
(PAMTCI)

Katherine Avelino, better known in the industry as Karen, has been an active speaker/participant at various international maritime fora. She is currently the Executive director of Business Development and the Senior Vice President of the Cruise Division of Philippine Transmarine Carriers, Inc., one of the biggest Crew Management and Crew Agency organization in the Philippines.

Karen boasts over 19 years of maritime experience, encompassing Business Development, Training, Crew Development, and manpower supply for leading cruise line companies. Presently, she serves as the President of the Philippine Association of Maritime Training Centers, Inc., Executive Committee member of MSC Crewing Services, Inc., a Board of Trustee member of the Filipino Shipowners Association, a Board of Director at RCCL Crew Management, Inc., Her exceptional contributions have been acknowledged through the prestigious title of Maritime SheEO of the year in 2023 by Maritime SheEO, and in October 2025, she received the Lifetime Achievement Award, also by Maritime SheEO, an esteemed global organization dedicated to driving positive change in the maritime and related industries through initiatives focusing on diversity & inclusion (D&I), leadership, innovation, entrepreneurship, and competitive advantage.

Karen is deeply passionate about sports, with a particular focus on running. She seized the opportunity to participate in the International Marathon, the TCS London Marathon on April 21, 2024 alongside her daughter, proudly representing the Seafarer's Charity.

Representing the best and brightest of PTC, Karen is proof positive that the PTC vision, mission and values are alive and well across the organization. Karen remains in humble, energized service as she contributes her time, passion and knowledge to transforming the Filipino seafarers into Global Maritime Professionals.



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# STCW Code Amendments on Violence and Harassment

*Violence and harassment at sea undermine the safety, dignity, and well-being of seafarers and threaten a culture of professionalism in the maritime sector. Recent amendments to the STCW Code mark a significant step toward addressing these challenges by strengthening training, awareness, and accountability. This topic examines the scope and implications of the amendments, their role in promoting respectful shipboard environments, and the shared responsibilities of governments, industry, training institutions, and seafarers in ensuring effective implementation.*

## MODERATOR



*Presenter*

**MS. PRESCA LEE B. LUGO**

Maritime Education and Training  
Standards Supervisor  
MARINA, Philippines

# SESSION

# 06

## PANELISTS



**MR. BIEN CARLO  
GALAPON**

Senior Vice President  
Gregorio Oca Leadership and  
Development (GOLD) Foundation, Inc.  
Philippines



**MR. DIMAS PRATAMA  
YUDA**

Technical Policy Analyst  
Directorate General of Sea  
Transportation  
Indonesia



**C/E ARVIN IVAND.  
PERALTA**

Inspector  
International Transport Workers  
Federation (ITF)



**CAPT. ROSEMELYN V.  
BOONGALING**

Master, Wilhelmsen Ahrenkiel  
Steamship  
Marlow Navigation Manning Agency



**Ms. Presca Lee Betana-Lugo, M.Sc., C.L.C.**

Maritime Education and Training Standards Supervisor (METSS)  
Maritime Industry Authority (MARINA)  
Philippines

Presca Lee is a Maritime Education and Training Standards Supervisor (METSS) at the Maritime Industry Authority (MARINA) of the Philippines. She serves as Chair of several technical working groups under the STCW framework, including those on External Evaluation, the Comprehensive Review of the STCW Convention and Code, and the Development of Ladderized Maritime Education and Training Programs. She is a permanent Philippine representative to the IMO Human Element, Training and Watchkeeping (HTW) Sub-Committee and currently serves as Vice-Chair of the Steering Council of the APEC Seafarers' Excellence Network (APEC SEN).

Prior to her current role at MARINA, Ms. Presca Lee was designated Officer-in-Charge Deputy Executive Director of the National Maritime Polytechnic (NMP), Philippines, and served as a visiting lecturer at the Malaysian Maritime Academy in Malacca, Malaysia. Her professional expertise includes maritime instructor and assessor training, curriculum development, quality management systems, public administration, and policy formulation. She currently leads the Train-the-Trainer program for Basic Training–Personal Safety and Social Responsibilities (BT-PSSR) in compliance with the recent amendment to the STCW Code. She holds a Master of Science in Maritime Affairs from the World Maritime University (2002), specializing in Maritime Education and Training – Nautical, and is a licensed professional teacher, a Certified Life Coach, and certified in Mental Health Education and Support for Life Coaches under The Global Life Coach Training and Entrepreneur Institute, Inc., and Life Coach Philippines.



**Mr. Bien Carlo Galapon**

Senior Vice President  
Gregorio Oca Leadership and Development (GOLD)  
Foundation, Inc.  
Philippines

Bien is a Maritime Human Element Advocate and Program Lead whose work centers on the lived experiences of seafarers and their families. He currently serves as the Programs Head of the GOLD Foundation Inc., where his professional focus includes people-centered leadership development, holistic well-being, and the prevention of violence and harassment in the maritime sector. His work is grounded in a strong commitment to human dignity, safety culture, and the promotion of inclusive and humane maritime environments.

A graduate of the Maritime Academy of Asia and the Pacific (MAAP), Bien works closely with seafarers, governments, unions, and international partners to bridge policy, training, and shipboard realities. His work is dedicated to translating international maritime standards into practical, humane, and culturally grounded programs that strengthen safety, dignity, accountability, and trust both on land and onboard.



**Mr. Dimas Pratama Yuda**  
Technical Policy Analyst  
Directorate General of Sea Transportation  
Indonesia

Dimas Pratama Yuda is a Technical Policy Analyst at the Directorate General of Sea Transportation, Ministry of Transportation of the Republic of Indonesia, with a primary focus on shipping and seafarers' affairs. He has a background in maritime law and professional experience as a Master on international merchant vessels, giving him a comprehensive perspective that bridges policy and shipboard practice. As a regulator, he is involved in the development of maritime safety policies and standards, the implementation of the STCW Convention, and the exercise of flag State authority in the protection of seafarers, including addressing issues of violence and harassment on board ships. His contributions emphasize an integrated approach that promotes seafarer protection, institutional accountability, and the cultivation of a fair and professional maritime culture as part of modern and gender-responsive maritime governance.



**C/E Arvin Ivan D. Peralta**  
Inspector  
International Transport Workers Federation (ITF)

A Seafarer and a Father from Los Baños, Laguna.

Arvin is a graduate of Bachelor of Science in Marine Engineering from the Maritime Academy of Asia and the Pacific (MAAP). He is an experienced Chief Engineer Officer with extensive sea service onboard LPG/Chemical Tankers, and has also worked across the maritime education and training sector, including in the academe, maritime training centers, simulator centers, training ships, and shipyard operations.

He is currently employed by the International Transport Workers' Federation (ITF) as a Flags of Convenience (FOC) and Port of Convenience (POC) Campaign Inspector based in Manila, seconded by the Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP). In this role, he conducts ship inspections with a primary focus on the protection and welfare of seafarers, ensuring decent pay, safe working and living conditions, and compliance with ITF agreements. He is trained and tasked to address seafarer and fisher rights and welfare concerns, providing guidance and assistance before, during, and after their employment contracts.



**Capt. Rosemelyn V. Boongaling**  
Master, Wilhelmsen Ahrenkiel Steamship  
Marlow Navigation Manning Agency

Captain Rosemelyn Boongaling currently serves as a Master aboard container ships under Marlow Navigation Manning Agency, involved in operations across global trade routes. She began her maritime career as a Deck Cadet in 2008 and, after graduating from the Philippine Merchant Marine Academy (PMMA) in 2009, progressed through roles as Junior Officer (2010–2015), Chief Officer (2015–2022), and briefly as a Nautical Superintendent/Internal Auditor, overseeing more than 20 vessels over seven months.

She has commanded six vessels, including during drydock periods, navigating worldwide trades, and has developed extensive strategic experience in vessel management, operational oversight, and auditing. Beyond her professional duties, Captain Boongaling is a strong advocate for women in the maritime sector, actively mentoring and promoting female seafarers to inspire the next generation of maritime leaders.

Her career reflects a sustained commitment to operational excellence, leadership development, and fostering inclusivity in the maritime profession.



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# Gender Mainstreaming in Maritime Administration

*This topic explores how integrating gender perspectives into policies, institutional structures, and decision-making processes strengthens regulatory effectiveness, promotes equity, and enhances organizational performance. By embedding gender considerations across planning, implementation, and evaluation, maritime administrations can foster inclusive leadership, ensure fair access to opportunities, and contribute to a safer, more responsive, and sustainable maritime sector.*

## MODERATOR



**MS. VICTORIA Q.  
PARAGGUA, PhD**

Director, Department of Research,  
Development & Extension, Philippine  
Merchant Marine Academy (PMMA)  
Philippines

# SESSION

# 07

## PANELISTS



*Presenter*

**MS. MERLE JIMENEZ-  
SAN PEDRO**

President  
Women in Maritime Asia &  
Women in Maritime Philippines  
(WIMAPHIL)



**MS. PRINCESS DIANNA  
MARREY B. DAVID**

Cadet  
MOL Magsaysay Maritime Academy  
Philippines



**MS. ELENA M. SANTOS**

Head, Maritime Research and  
Development Division  
National Maritime Polytechnic  
Philippines



**MR. HELDER PASCOELA  
MARIA DA SILVA**

Director  
Maritime Administration  
Timor-Leste



### **Ms. Victoria Q Paraggua, PhD**

Director, Department of Research, Development & Extension,  
Philippine Merchant Marine Academy (PMMA)  
Philippines

Dr. Victoria is the Graduate School Dean, the Director of Research, Development and Extension, and a Professor of the Philippine Merchant Marine Academy. She finished PhD in Development Administration at DMMMSU–Open University, MA in Education at St. Joseph’s College QC, and MSc in Maritime Affairs at the World Maritime University, Sweden.

Aside from being a scientific reviewer and speaker in several international conferences, she has been spearheading numerous research projects, which are presented and published internationally. Her career illustrates professional accomplishments and an unwavering dedication to breaking barriers and fostering gender equality in maritime, a male-dominated industry. Her book chapter “Complexities in Maritime...” explored the multifaceted challenges in maritime careers including issues that confront women in maritime and offered research-based frameworks for institutional reform and policy intervention. This solidifies her call for sustained commitment to gender equality and inclusivity toward a more equitable, sustainable, and inclusive maritime future.



### **Ms. Merle Jimenez-San Pedro**

President  
Women In Maritime Asia (WIMA ASIA) &  
Women In Maritime Philippines (WIMAPHIL)

Merle is an educator and national advocate for women’s empowerment, gender mainstreaming, and the integration of the maritime sector and the Blue Economy into national development in the Philippines. She is the President of Women in Maritime Philippines (WIMAPHIL) and Women in Maritime Asia (WIMA ASIA), organizations established by the International Maritime Organization to advance the integration of women in maritime and to support the achievement of UN Sustainable Development Goal 5 on gender equality. She also serves as Chairperson of the Movement for Maritime Philippines, advocating for the mainstreaming of maritime and the Blue Economy as key drivers of economic growth in a maritime and archipelagic nation. Her leadership roles include serving as Secretary General of the Philippine Association of Maritime Institutions (2021–2023; 2023–2027) and as the first female President of the Philippine Association of Maritime Training Centers Inc. in 2006.

She is currently President of the Mariners’ Polytechnic Colleges Foundation of Legaspi (Albay) Inc. and formerly served as President of the Mariners’ Polytechnic Training Center Foundation, Manila, where she pioneered the offering of STCW courses under MARINA. Her work spans maritime education, gender and development advocacy, policy engagement, and international representation, including leadership in private-sector participation in STCW processes, global women-in-maritime conferences, and skills mapping for a digitalized and decarbonized maritime workforce, with a strong focus on women’s inclusion, leadership, and equity.



**Ms. Princess Dianna Marrey B. David**  
Cadet  
MOL Magsaysay Maritime Academy  
Philippines

Cadet David is a third-year Bachelor of Science in Marine Transportation student at MOL Magsaysay Maritime Academy. Through structured and rigid academic study and training, Cadet David has been sharpening a firm foundation for knowledge, capabilities, and character needed in this male dominated industry. Cadet David demonstrates professionalism, adaptability, and resiliency in regulated and multicultural environments that has been proved by her academic achievements both inside and outside the academy and even by her interpersonal skills.

With a growing interest in the industry, Cadet David recognizes the importance of regional cooperation, regulatory compliance, and gender-responsive approaches in strengthening the maritime workforce for today and future maritime leaders. Committed to continuous learning and ethical practice, Cadet David aspires to contribute to safe, inclusive, and standards-driven maritime operations within the global shipping industry hoping to serve as a lighthouse for today and future maritime leaders, especially females.



**Ms. Elena M. Santos**  
Head, Maritime Research and Development Division  
National Maritime Polytechnic  
Philippines

Elena Mico Santos is a public servant and works at the National Maritime Polytechnic (NMP), the Philippines' sole government-owned maritime training and research center under the Department of Migrant Workers (DMW). She holds the position of Chief, Science Research Specialist, and is designated as Head of the Maritime Research and Development Division (MRDD) of NMP.

As a Gender and Development (GAD) advocate, she leads the conduct of agency research projects and institutional initiatives that promote women's empowerment and inclusivity in the maritime sector. She earned her Master in Development Management degree from the Development Academy of the Philippines (DAP).



**Mr. Helder Pascoela Maria da Silva**  
Director  
Maritime Administration  
Timor-Leste

Helder Pascoela Maria da Silva is a Director with 24 years of experience in Maritime Safety Administration and Flag State responsibilities. He holds a Bachelor's degree in Electrical Engineering from the University of Indonesia. Since the establishment of the National Directorate of Maritime Transport (DNTM) in 2003 under Decree Law No. 3/2003, he has served as a senior officer, contributing significantly to institutional development, policy formulation, and the effective implementation of maritime regulations. His work is aligned with key international conventions, including STCW 1978 (as amended), SOLAS 1974, MARPOL 1973/78, and other relevant IMO instruments, providing a strong foundation in maritime safety, regulatory oversight, and governance.

# Substitution of approved seagoing service with alternative measures

Exploring alternative, competency-based measures in lieu of onboard seagoing service provides an opportunity to uphold STCW standards while addressing practical challenges faced by cadets and professionals. This topic examines regulatory frameworks, best practices, and safeguards to ensure that substituted measures maintain training quality, competence, and safety, while promoting equal access to certification and career advancement across the maritime workforce.

## MODERATOR



Presenter

**DR. TAKESHI NAKAZAWA**

Executive Director  
International Association of  
Maritime Universities (IAMU)

# SESSION

# 09

## PANELISTS



**CAPT. NEBUCHADNEZZAR  
C. RABAYA**

Director of Training  
Norwegian Maritime Foundation of  
the Philippines, Inc.



**MR. SANJEEV  
THASARI**

Product Sales Manager,  
Simulation & Training,  
Wartsila Voyage APAC,  
Singapore



**CAPT. HARI  
SUBRAMANIAM**

Main Council Member,  
Nautical Institute &  
Chief Commercial Officer -  
Howden Speciality



**MR. FANG XINLIANG**

Principal Staff Member  
China Maritime Safety Administration  
China



**2/E VERA CHRISTINE  
DADULA**

Head, Engine Training Department  
United Maritime Training Center,  
Philippines



**Dr. Takeshi Nakazawa**  
Executive Director  
International Association of Maritime Universities (IAMU)

Takeshi is the Executive Director of the International Association of Maritime Universities (IAMU) and Professor Emeritus of the World Maritime University (WMU).

He has been involved in both Maritime Education and Training (MET) and Engineering since he graduated from Kobe University of Mercantile Marine in 1980. He first joined the Institute for Sea Training, Ministry of Transport in Japan as an engineering instructor on board training ships and then returned to the Department of Marine Engineering of his alma mater in 1987.

He also had opportunities to stay at the University of Saskatchewan as a research fellow in 1996 and as an associate professor and professor at the WMU. From 2006 to 2012, he was appointed as the specialization professor of MET at WMU.

He holds a Ph. D. in Mechanical Engineering and Chief Engineers' license.



**Capt. Nebuchadnezzar C. Rabaya**  
Director of Training  
Norwegian Maritime Foundation of the Philippines, Inc.

Capt. Nebuchadnezzar is the Director of NTC Manila, established by the Norwegian Ship-owners' Association. A Master Mariner with nearly 20 years of seagoing experience, he has commanded and operated vessels across offshore oil and gas, offshore wind, subsea construction, and cruise operations, progressing from Cadet to Master. He is an accredited Dynamic Positioning Instructor of the Nautical Institute, with extensive operational experience in Dynamic Positioning—critical activities, including saturation diving support, subsea construction, ROV operations, pipelay, cable installation, simultaneous operations, and anchor handling in high-risk and environmentally demanding conditions. His professional focus integrates ship command, offshore operational risk management, and advanced technical competence in complex maritime environments.

Capt. Rabaya combines operational leadership with training and executive development, working closely with international shipowners and operators to design competency-based training programs aligned with real-world offshore operational risks. He holds dual master's degrees in Business Administration and Shipping Management, and his recent research on the leadership preferences of Filipino Generation Z seafarers reflects his sustained interest in human factors, leadership development, and safety culture.



**Mr. Sanjeev Thasari TBC**

Product Sales Manager, Simulation & Training,  
Wartsila Voyage APAC, Singapore

Sanjeev Thasari is a seasoned marine professional with over two decades of experience in the maritime industry. He is presently managing the role of Product Sales Manager, Simulation & Training at Wartsila Voyage, Singapore.

With a deep understanding of marine products and services with his domain expertise, he is responsible for key account and customer relationship management by supporting clients with simulation product details & features and working internally on simulation product development.

He is focused on the technological simulation products supporting training needs of the maritime industry moving with rapid pace towards decarbonization.

He had sailed earlier for 10 years on ocean going Aframax tankers primarily. Thereafter, he has been working ashore for the last 10 years in sales domain driving life-cycle value of product portfolio to customers by leveraging on marine technical expertise.

He holds a bachelor's degree in mechanical engineering with Chief Engineers license and a Masters in Shipping & finance from BAYES BUSINESS SCHOOL, London



**Capt. Hari Subramaniam**

Main Council Member, Nautical Institute &  
Chief Commercial Officer - Howden Specialty

Capt. Hari is the Chief Commercial Officer with the Howden Group's Marine, Cargo & Logistics team, with over 35 years of maritime experience including shipboard and shore-based roles.

Capt. Hari has 17 years of sailing experience, including three years as Master Mariner, on ocean-going and offshore vessels. After moving ashore, he managed commercial and operations at a major shipping company before leading the launch of an offshore firm in Singapore.

For the next sixteen years, he headed the Shipowners' P&I Club's Loss Prevention department, overseeing ship inspections and developing risk management strategies. Since 2019, Capt. Hari has served as Regional Head of Business Relations, enhancing stakeholder engagement, safety awareness, and risk management, while also introducing enhanced medical scheme for seafarers' wellbeing.

Capt. Hari is the Deputy Chairman of Maritime and Port Authority (MPA), Singapore's National Maritime Safety at Sea Council (NMSSC) as well as a member of MPA-Harbour Craft Safety Workgroup. He is also Vice Chair of the Singapore Shipping Association's Legal and insurance Committee as well as the International Chamber of Shipping's similar committee, a Fellow and Main Council Member of The Nautical Institute (UK) as well as the Chairman of its Singapore branch. He is the founding Chair of the Singapore Branch of The Company of the Master Mariners of India (CMMI) and a Member of the Institute of Chartered Shipbrokers (UK) (MICS). He holds an MBA in Human Resources and International Management, a Post-Graduate Diploma in Maritime Law as well as a Post-Graduate Diploma in Maritime Energy from the World Maritime University.



**Mr. Fang Xinliang**  
Principal Staff Member  
China Maritime Safety Administration  
China

Fang Xinliang is a Port State Control Officer with the Tianjin Maritime Safety Administration. Safeguarding navigation safety and protecting the marine environment are central to his professional responsibilities. Equally important is his role in verifying seafarer competency and upholding the legitimate rights and interests of seafarers.

Seafarers are essential workers who make irreplaceable contributions to global economic development and international trade. As a regulatory authority, he recognizes the importance of strengthening supervision while exploring more effective approaches to enhancing seafarers' professional competence. As a major seafarer-supplying country, China plays a significant role in this regard. He expresses his strong hope that the China Maritime Safety Administration, in cooperation with global stakeholders, will continue to advance seafarer capacity building and promote the sustainable development of the maritime industry.

To further deepen his expertise in maritime governance and seafarer welfare, he enrolled in the World Maritime University's Master of Science in Maritime Affairs (Maritime Safety and Environmental Management) program delivered in China in 2025. His dissertation, "Analysis of Chinese Seafarers' Social Security Status: Challenges and Countermeasures for Improving the Welfare of Chinese Seafarers," was awarded an excellent academic distinction.



**2/E Vera Christine Navarrete-Dadula**  
Head, Engine Training Department  
United Maritime Training Center, Philippines

Engr. Vera Christine Navarrete-Dadula is the Head of the Engine Training Department at the United Marine Training Center (UMTC), where she leads the development and delivery of high-quality maritime training programs for marine engineers and support personnel. A dedicated maritime educator and licensed marine engineer, she brings strong technical expertise and a passion for learner-centered training to the organization.

She earned her Bachelor of Science in Marine Engineering from the Philippine Merchant Marine Academy (PMMA), where she also completed her Master in Maritime Education and Training (MMET). With her blend of seafaring background, academic competence, and leadership in maritime training, Engr. Dadula continues to champion excellence and innovation in shaping the next generation of maritime professionals.



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## 21st century skills and non-technical behavioral skills

*The maritime sector increasingly relies on non-technical behavioral skills such as communication, leadership, teamwork, adaptability, cultural awareness, and ethical decision-making. These competencies are critical for ensuring safety, operational efficiency, and resilience at sea and ashore, enabling maritime personnel to navigate complex, multicultural, and high-risk environments with professionalism and accountability.*

### MODERATOR



*Presenter*  
**CAPT. JEFFREY  
RODRIGUEZ**

President  
OSM Fleet Management, Inc.

# SESSION

# 10

### PANELISTS



**CAPT. SAYEED AHMED**  
Controller of Maritime Education  
Department of Shipping,  
Bangladesh



**MR. GIOVANNI TUAPIN**  
President  
Intership Crew Philippines



**CG COMMO  
CHRISTINE PAULINE  
BERGAÑO-DICIANO**  
Deputy Commander, Coast Guard  
Human Resource Management  
Command, Philippine Coast Guard



**CAPT. POL WINSTON  
G. HABOC**  
Vice President  
Philippine Center for Advanced  
Maritime Simulation and Training, Inc.



**Capt. Jeffrey Rodriguez**  
President  
OSM Fleet Management, Inc.

Capt. Jeffrey Rodriguez is a seasoned maritime professional with nearly 25 years of experience spanning shipboard command and senior shore-based operations. He began his maritime career in 1999 through A.P. Moller-Maersk's Global Ship Personnel Management (GSPM) Cadet Programme, sailing on various vessel types before advancing through the ranks to Master on Maersk container vessels. A full scholar at the Maritime Academy of Asia and the Pacific, he graduated as part of the academy's pioneering batch in 2003 and was recognized as a Dean's Lister during his freshman year. He was also elected as the founding Alumni President of his alma mater, serving from 2005 to 2009.

Beyond sea service, Capt. Rodriguez has held key leadership roles in manning, crew management, training, and Marine HR, contributing to major global initiatives. He later served as Managing Director for UltraGas (now Navigator Gas) entities in the Philippines, leading full crew management and support services. He currently serves as President and Head of Philippine Crewing Operations for OFM Fleet Management, Inc., overseeing operations in Manila and Cebu.



**Capt. Sayeed Ahmed**  
Controller of Maritime Education  
Department of Shipping, Bangladesh

Captain Sayeed Ahmed is a distinguished maritime professional with a career spanning over 25 years. A graduate of the Marine Academy Bangladesh, he has also obtained his Master Mariner certificate from the MCA, UK. He first served 18 years at sea, with an extensive seafaring tenure that included roles on various oil and chemical tankers for multinational companies, culminating in seven years as Master.

Ashore, he transitioned to serve as a Marine Pilot in Chittagong before joining the Department of Shipping as a Nautical Surveyor and Examiner. Since 2022, Captain Ahmed has held the pivotal role of Controller of Maritime Education. In this capacity, he oversees all national maritime institute training activities and manages the nationwide admission process for cadets and ratings, shaping the future of Bangladesh's maritime sector.



**Mr. Giovanni Tuapin**  
President  
Intership Crew Philippines

Giovanni Tuapin is a visionary maritime leader and an Electronics and Communication Engineering alumnus of Saint Louis University. As President of Intership Crew Philippines, he champions organizational modernization and bridge-building between local talent and global standards through industry-aligned leadership programs.

Beyond his corporate role, Engr. Tuapin is a dedicated researcher and advocate for seafarer welfare. He serves on the Board of Trustees for the Association of Licensed Manning Agencies (ALMA) and the Propeller Club of Manila, driving initiatives that enhance the global competitiveness of Filipino maritime professionals and shape the future of the seafaring industry.



**CG Commo Christine Pauline Bergaño-Diciano**  
Deputy Commander, Coast Guard Human Resource  
Management Command, Philippine Coast Guard

Commodore Christine Pauline Bergaño-Diciano is the Deputy Commander of the Coast Guard Human Resource Management Command, with nearly 25 years of distinguished service in the Philippine Coast Guard. She has held multiple leadership positions, including Director of the Leadership and Doctrine Development Center, Superintendent of the Coast Guard School for Special Maritime Affairs, and Commander of Internal Audit, Procurement, Gender and Development, and Logistics Commands. She has also served as the longest-tenured Flag Secretary to five Commandants and one Officer-in-Charge, and has led critical operational initiatives such as Task Force BAYANIHAN's COVID-19 response and various humanitarian and disaster relief missions.

A trailblazer in maritime aviation, she became the first female pilot and Air Station Commander in the PCG, leading missions across the West Philippine Sea, Philippine Rise, Balintang Channel, and Sulu-Celebes Sea. She is a strong advocate for gender equality, diversity, and empowerment programs, including training of the first female drivers, rescue swimmers, all-female jumpers, and establishing the Coast Guard's Intelligence and Aerial Surveillance Team. She holds a Master's degree in Maritime Affairs from WMU, a Doctor of Philosophy (Honoris Causa), and is pursuing a Doctorate in Public Management. She has represented the Philippines in over 20 countries and received more than 200 awards, including recognition from the IMO, Women in Maritime, and The Outstanding Women in Nations' Service.



**Capt. Pol Winston G. Haboc**  
Vice President  
Philippine Center for Advanced Maritime Simulation and  
Training, Inc.

Capt. Pol Haboc brings three decades of experience in the maritime industry, spanning sea-based service and shore-based leadership in education and training, quality and safety management, chartering and commercial operations, crew management, and ship management.

He has held key leadership roles, including Assistant Vice President for Crewing Operations at Philippine Transmarine Carriers (PTCi) and Head of Ship Management at PTC Shipmanagement. His strategic vision and commitment to excellence have led to significant operational improvements across the various business units he managed and supported.

Currently, Capt. Haboc serves as Vice President of PHILCAMSAT, the education, training, and competence development arm of The PTC Group. PHILCAMSAT is an institution committed to nurturing and transforming seafarers into global maritime professionals, while setting new industry standards for excellence.

A proud graduate of the Philippine Merchant Marine Academy with a Bachelor of Science in Marine Transportation, Capt. Haboc integrates his seafaring background with corporate expertise. His passion for lifelong learning and deep understanding of industry demands fuel his engagement in collaborative partnerships and initiatives that create meaningful impact.

Through his leadership and dedication, he continues to shape the future of maritime education, training, and professional development.



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# Modernization of training requirements versus traditional seafaring skills

*The modernization of maritime training requirements reflects rapid advances in technology, automation, and regulatory standards, reshaping how seafarers are prepared for service at sea. This discussion examines how maritime education and governance can balance innovation with time-tested practices to ensure competent, resilient, and safety-driven seafarers in a rapidly evolving maritime industry.*

## MODERATOR



**MR. YRHEN BERNARD  
S. BALINIS**  
Country Lead, Ocean  
Centres Philippines

# SESSION

# 11

## PANELISTS



*Presenter*  
**CAPT. JAMES NIKKO  
HOSANA**  
Founder  
Seaker System Technologies, Inc.



**CAPT. DON JUAN  
CARLO APAO**  
Licensed Master Mariner  
Marlow Navigation Philippines, Inc.



**MR. BORDIN SRIMANEE**  
Maritime Human Resource  
Development  
Merchant Marine Training Centre,  
Marine Department, Ministry of  
Transportation, Thailand



**C/E PRECIOUS JOYCE  
L. CALMADA**  
Active Seafarer, CMA CGM  
Philippines



**CAPT. REYNOLD M. SABAY**  
Technical Expert  
Philippine Merchant Marine  
Academy



**Mr. Yrhen Bernard Sabanal Balinis**  
Country Lead  
Ocean Centres Philippines

Mr. Yrhen Bernard is a seafarer by profession and a dedicated advocate for maritime youth, human rights, and ocean sustainability. He is the incumbent Country Lead of the Ocean Centres Philippines, a long-term initiative hosted by the United Nations Global Compact and supported by the Lloyd's Register Foundation with the global vision of putting safety at the heart of sustainability.

Yrhen Bernard has combined his maritime background with leadership roles in international and local organizations. He is the Founder of the Youth in Maritime Organization (YIMO), where he leads initiatives on youth development, mentorship, and start-up leadership in the maritime sector.

Internationally, Yrhen is deeply engaged with United Nations Division for Ocean Affairs and the Law of the Sea (UNDOALOS), The Nautical Institute, the Royal Institute of Navigation, and the Human Rights at Sea (HRAS), where he has served as Advisory Board Member and Expert Panelist, and now holds the position of Non-Executive Director. His work centers on youth advocacy, human rights, and maritime development serving as a voice for seafarers and coastal communities.



**Capt. James Nikko Hosana**  
Founder  
Seaker System Technologies, Inc.

Capt. James Nikko is the Founder of Seaker System Technologies, Inc., a maritime technology platform established in 2015 to enable smarter, easier, and more efficient management of the global maritime workforce. His professional background spans maritime training and academia, manning, and ship management, giving him a comprehensive understanding of the entire seafarer life cycle—from education and certification to deployment, compliance, career progression, and retention.

This end-to-end perspective allows Seaker to design user-centric, interoperable digital solutions that simplify complex processes, reduce administrative burden, and enhance data accuracy for stakeholders. Seaker's systems are aligned with IMO instruments, STCW requirements, and national regulatory frameworks, supporting transparent recruitment, credential verification, regulatory monitoring, and workforce analytics.

Capt. Hosana actively promotes IMO-aligned digital governance, data interoperability, and public-private collaboration, advocating technology as a practical enabler for safer operations, regulatory efficiency, and improved seafarer welfare worldwide.



**Capt. Don Juan Carlo S. Apao, MM, MNI**  
Licensed Master Mariner  
Marlow Navigation Philippines, Inc.

Don Juan Carlo is a Member of the Nautical Institute, a licensed Master Mariner, and an active Chief Officer with extensive international seagoing experience on ocean-going container and general cargo vessels. A graduate of the Maritime Academy of Asia and the Pacific (MAAP), he is completing his Master of Science in Marine Transportation at the Center for Advanced Maritime Studies, MAAP, and is also pursuing a Master's degree in Maritime Education and Training at the Philippine Merchant Marine Graduate School. His professional focus centers on ship management and operational leadership, including bridge team management, cargo, stability and ballast operations, passage planning, navigational risk assessment, and the implementation of shipboard safety management systems in compliance with ISM, SOLAS, MARPOL, and STCW requirements.

Ashore, Capt. Apao has served as a Deck Instructor at MAAP and is a certified IMO Model Course 6.09 instructor, contributing to STCW-aligned, competency-based maritime training. His work bridges sea-based operational practice and academic instruction, with professional engagement in STCW technical working groups with MARINA focusing on emerging ship technologies, alternative fuels, and the strengthening of shipboard operational and safety standards.



**Mr. Bordin Srimanee**  
Maritime Human Resource Development  
Merchant Marine Training Centre, Marine Department, Ministry  
of Transportation  
Thailand

Mr. Bordin Srimanee acts in the position of Expert on Maritime Human Resources Development at the Merchant Marine Training Centre. He graduated from the Merchant Marine Training Centre with a Bachelor of Marine Engineering in June 1996. In October 2005, he completed his Master of Science degree specializing in Maritime Education and Training in Malmö, Sweden. After completing his education, he started working as an assistant superintendent at S.C. Shipping Management Company. He later moved to the Merchant Marine Training Centre, Marine Department, where he served as Chief Engineer of the training ships for 18 years. During this period, he contributed significantly to improving onboard training courses for marine engineering cadets to ensure they achieved sufficient competencies before joining merchant ships.

In August 2016, he was appointed Head of the Marine Engineer Faculty, where he improved the Marine Engineer curriculum to comply with the International Convention on STCW 1978, as amended in 2010, and ensured that graduating cadets could obtain the right to attend the COC examination and earn a bachelor's degree in Marine Engineering. In June 2017, he became Head of the Training Division, where he proposed improvements to certificate-issuing procedures to better serve Thai seafarers. In addition to his role as Head of the Training Division, Mr. Srimanee was promoted to act as Expert on Maritime Human Resources Development in March 2024. In this capacity, he advocates for the Marine Department in developing human resources in the maritime sector, addressing challenges, gaps, and developments in maritime education and training (MET) in line with shipping company expectations.



**C/E Precious Joyce L. Calmada**  
Active Seafarer,  
CMA CGM Philippines

Precious Joyce Layones Calmada is a licensed Chief Engineer and accomplished maritime professional with over a decade of sea service under CMA CGM through Career Philippines Shipmanagement Inc. Born in Legazpi City, Albay, and raised in a family rooted in discipline and public service, she developed a strong commitment to leadership and excellence early on. Rising from Engine Cadet to Second Engineer, she gained extensive experience on French- and Malta-flagged vessels, handling critical shipboard machinery while leading engine teams with a strong focus on safety and efficiency.

Recognized as the highest-ranking Filipina onboard CMA CGM, she is a CMA CGM Talent, Sea-to-Shore Program pioneer, Chief Engineer Awardee, and a nominated MARINA SeafarHER Awardee. A graduate of MAAP and former maritime instructor, she now serves as CMA CGM Philippines' "She Sails" Ambassador, advocating for women empowerment, inclusivity, and resilience in the maritime industry.



**Capt. Reynold M. Sabay**  
Technical Expert  
Philippine Merchant Marine Academy

Capt. BURT was born and raised in Basa Air Base, Pampanga.

Graduated with High Distinction from PMMA Class of 1980. Among the many that Capt. Burt are proud of doing or achieving: Founding CEO of New Simulator Center of the Philippines; Member of the Special Board of Marine Inquiry, 2009 to 2015; and as MARINA-NMD STCW Expert from 1996-1998.

Retired as Assistant Superintendent for Academics, Training, Research and Extension from PMMA in 2023 and serving as Technical Consultant since then.

Capt. Burt authored the following books: 'How To Not Comply and Be the Best Seafarer'; 'Smart Ships – Smarter Seafarers'; 'Leading with Confidence: A Practical Guide for Shipboard Leaders'; 'Imagine the Shipping Industry Without Filipino Seafarers'. The latest – 'Harden Your Soft Skills', released in MP4 Format.

Happily married to the Ex-Gf Ms Lina Marie B. Carreon, blessed with two (2) beautiful daughters: Keina Rae and Riela Jae.



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# CLOSING CEREMONY

## MESSAGES:



**ATTY. JEAN VER PIA, PhD**  
Head, Asia and Pacific Section,  
Subdivision for Maritime  
Development,  
Technical Cooperation and  
Implementation Division,  
IMO



**Mr. Samuel Batalla**  
Executive Director

Standards of Training, Certification and Watchkeeping Office  
Maritime Industry Authority (MARINA), Philippines

Mr. Batalla was officially sworn in as Executive Director of the Maritime Industry Authority's (MARINA) STCW Office in May 2023, bringing with him more than three decades of distinguished service in maritime administration. He holds a Master of Science in Maritime Affairs, with specialization in Maritime Administration, from the World Maritime University in Malmö, Sweden.

Mr. Batalla began his career with MARINA in 1990 and steadily rose through the ranks, assuming key leadership positions such as Senior Maritime Industry Development Specialist, Chief Maritime Industry Development Specialist, Maritime Education and Training Standards Supervisor, and Regional Director. Throughout his career, he has been deeply involved in shaping maritime policies and standards, as well as overseeing the implementation and compliance of maritime education and training systems in line with national and international requirements.

His professional expertise is reinforced by extensive participation in capacity-building initiatives, including workshops and seminars on international maritime conventions, auditing and reporting frameworks, and quality management systems. As Executive Director of the STCW Office, Mr. Batalla actively represents the Philippines in regional and international meetings and conferences, particularly those of the International Maritime Organization (IMO), contributing to global discussions on maritime safety, training, and regulatory standards.

Committed to continuous professional development, he consistently engages in technical and managerial training programs aimed at strengthening maritime education, enhancing safety practices, and ensuring regulatory excellence. His dedication and leadership have earned him several commendations, recognizing his valuable contributions to maritime safety initiatives and national relief operations.

Today, Mr. Batalla's experience, expertise, and steady leadership continue to play a vital role in advancing the Philippines' maritime sector, reinforcing compliance with international standards, and promoting excellence in maritime education and training.



**MR. SAMUEL L. BATALLA**

Executive Director  
STCW Office, Maritime  
Industry Authority,  
Philippines

