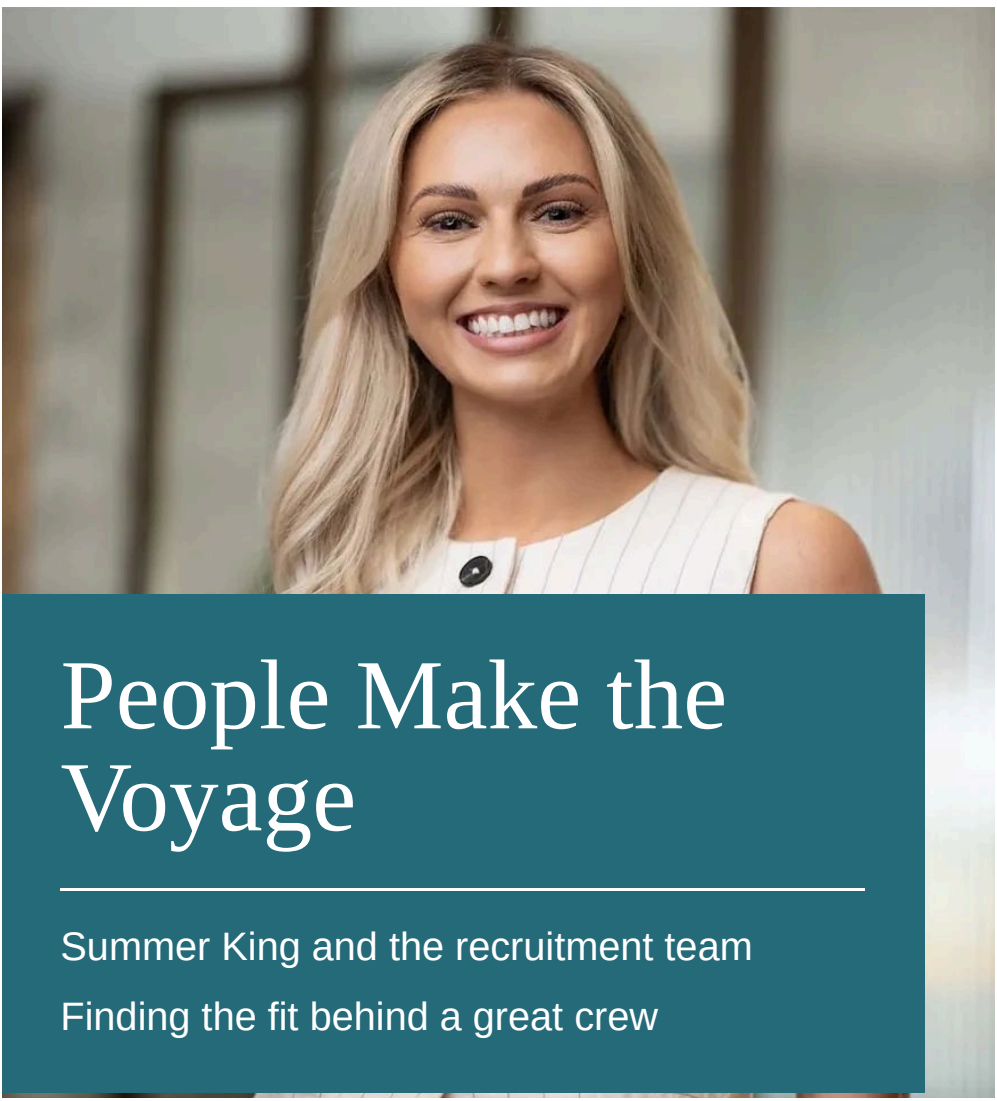


People Make the Voyage

Summer King and the recruitment team

Finding the fit behind a great crew

NOVEMBER 2026 · 1UK

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Approved articles for this Superyacht Crew UK issue.

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PEOPLE

The people behind the placement

A yacht can have an exceptional design and an enviable itinerary, yet the atmosphere on board is made by its people. Superyacht Crew UK works at that human level, connecting captains and department heads with candidates whose skills and expectations need to fit a particular vessel. The business is centred on relationships rather than treating a vacancy as an empty box.

The people behind the placement

Director Summer King leads the team, alongside recruitment specialists Kelly Titheridge and Elisha Wraxton. Their public profiles are unusually personal for a professional service, making room for interests and temperament as well as job titles. That choice is relevant to recruitment: the person making an introduction needs to be approachable enough for a candidate to explain what they actually want.

King's profile presents someone who enjoys meeting people and encouraging others, with interests ranging from food and music to dogs and an early start to the day. The details offer a glimpse of the individual behind the director's role. In a business built through conversations, warmth and professional responsibility have to coexist.

Titheridge's Southsea connection places her within a coastal setting, while her profile combines travel, jazz and an interest in bringing people together. Her role as Recruitment Specialist sits at the point where a yacht's requirements and a candidate's next career step need to be understood in equal detail.

Wraxton brings another personality to the same discipline, with interests that include fitness, hiking and travel. Her recruitment work involves more than recognising an appealing CV. A prospective employer needs to understand the relevance of the experience, and the candidate needs a clear picture of the role they are considering.

The people behind the placement

The company's remit spans the departments that make a yacht function: interior, galley, deck, engineering and officers. These are distinct careers with different working patterns, yet they meet within one relatively small environment. An effective placement has to make sense within that larger team, not only within a single job description.

A chef, for example, must work with the interior department's service rhythm and the preferences of the guests. A deck role connects maintenance, equipment and operations. Senior positions add responsibility for people and communication alongside technical skill. The recruiter needs to understand enough of that setting to ask useful questions before presenting a candidate.

The process begins with information. Superyacht Crew UK invites applicants to supply a CV and written references, giving the team material from which to begin a more detailed conversation. A career is not fully described by a list of dates, but clear information makes it easier to understand what a person has done and what they are ready to do next.

The yacht's brief is equally important. Size and job title are only the beginning: the programme, team structure and expectations shape the opportunity. A role that is excellent for one candidate may be a poor match for another with different ambitions or preferred working conditions. Listening is therefore part of the technical work of recruitment.

The people behind the placement

Continuity within the recruitment team matters too. Candidates and clients should not have to start their explanation again whenever a colleague takes over a conversation. A small, connected team can retain the thread, allowing the next person to understand the context rather than simply inherit a set of names.

The company's own writing returns frequently to the importance of people, communication and long-term fit. That emphasis makes sense in an industry where colleagues live as well as work together. The quality of a professional relationship can influence the whole experience of a season, from the first handover to the busiest guest trip.

Superyacht Crew UK's story is therefore best told through the people doing the matching and the people affected by it. A successful placement creates more than a filled vacancy. It gives a yacht a colleague who can contribute, and a crew member a setting in which their work and ambitions have a useful place.

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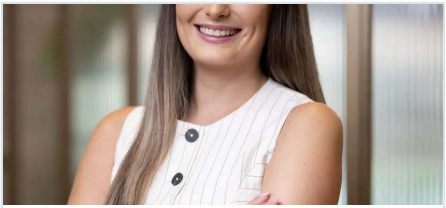


CREW CULTURE

What makes a crew want to stay?

The destination is the most visible reward in a yachting career, but the crew around a person can have a greater effect on everyday life. Superyacht Crew UK's writing on retention puts that human experience at the centre: recognition, progress and the atmosphere of the team are part of what makes demanding work worthwhile.

What makes a crew want to stay?



Elisha Wraxton, recruitment specialist · Superyacht Crew UK

The point is easy to understand when the yacht is considered as a workplace. The same colleagues may share long hours, limited private space and the need to respond quickly to a changing programme. A difficult day is not made easier solely by an attractive view outside. The way people communicate and support one another has a direct effect on the experience.

Recognition can be simple. Knowing that a task has been done well helps a person understand what good work looks like and that someone has noticed the effort. In a busy service environment, that feedback can be lost among the next set of instructions. Making room for it is part of leadership rather than an optional extra at the end of the season.

Progress matters too. A crew member may accept the demands of a role more readily when they can see what they are learning and how the experience connects with a longer career. The next step does not always mean a larger yacht or a more impressive title; it may mean stronger skills, a clearer responsibility or a healthier working rhythm.

For a recruiter, those subjects belong in the first conversation. Asking only where someone has worked can miss the more useful question of what made the role successful or difficult. The answer can help distinguish a candidate seeking a new challenge from someone simply trying to avoid repeating an unsuitable experience.

What makes a crew want to stay?

The yacht's leadership has its own brief to explain. A captain or department head may be building a particular team culture, replacing a specialist or planning for a change in programme. Describing those circumstances gives the recruiter something more meaningful to work with than a title and a start date.

Different departments also bring different pressures. Interior crew work closely with guest preferences and presentation. The galley has its own timing and production demands. Deck and engineering teams follow operational and maintenance priorities. The shared objective is a successful yacht, but each discipline needs to be understood on its own terms.

Good communication helps those priorities coexist. A plan that makes sense in one department may affect another, and the ability to discuss the connection respectfully is part of a workable team. The most useful recruit is not necessarily the person with the longest list of experiences, but someone whose competence can contribute within that setting.

References add another perspective. They can help a recruiter understand how a person has worked alongside others, where their strengths have been most useful and what kind of responsibility they have already handled. The value lies in connecting that information with the new role, rather than treating the reference as a ceremonial final step.

What makes a crew want to stay?

Retention also gives a business a longer view of success. A placement that looks promising on the first day still has to develop through actual work. The quality of the match becomes clearer as the person and the yacht encounter a season together. That is why understanding expectations at the beginning matters so much.

Superyacht Crew UK's emphasis on relationships brings these subjects into the recruitment conversation. It recognises that a career at sea is made of daily interactions as well as exceptional destinations. A person who feels respected and able to develop has a different reason to stay from someone attracted only by the next itinerary.

The larger lesson is that crew continuity is a shared achievement. Recruitment can help establish the right starting point, while leadership and colleagues shape what follows. When those parts support one another, the yacht gains something valuable: a team whose knowledge, confidence and working relationships can deepen from one trip to the next.

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CAREERS

From a CV to the right berth

A first application is a small document carrying a large ambition. For one person it may represent an entry into yachting; for another, the next step after years at sea. Superyacht Crew UK's service begins by turning that information into a more detailed understanding of the candidate and the roles that might suit them.

From a CV to the right berth

The company asks for a CV and written references. Those give the recruiters a starting record of experience, but the next conversation needs to go further. What kind of work has the person actually done? Which responsibilities have they held? What would make the next role a useful development rather than simply another line on the page?

Clarity helps on both sides. A concise account of previous vessels, departments and duties gives the recruiter something concrete to compare with a new brief. The same principle applies to availability and the type of programme a candidate is seeking. Specific information makes a practical discussion possible.

The company's commentary on job searches encourages candidates to understand the wider fleet before narrowing their options too quickly. A wish to work only on one size of yacht or one kind of programme can reduce the field before the person has explored what the alternatives offer. The useful starting point is an informed ambition rather than a rigid image of one ideal job.

That does not mean every opportunity is right. A candidate's preferences, experience and career plans still matter. The role of the recruiter is to understand the reasons behind those preferences and connect them with the market, helping a person distinguish an essential requirement from an assumption that may be worth reconsidering.

From a CV to the right berth

The yacht's side of the conversation deserves the same detail. A department head needs to describe the work, the team and the expectations clearly enough for a candidate to assess them. A familiar title can cover very different responsibilities on different vessels, and the size of the yacht alone does not explain the full role.

For junior applicants, the discussion may focus on transferable skills and the realities of the work. For more experienced crew, it may concern leadership, specialist knowledge or the kind of responsibility they want to take next. Treating those as different conversations is more useful than applying one standard script to every person.

References and supporting information then help the team build a fuller picture. The aim is to connect the person's account with evidence of how they have worked. A thoughtful introduction should make it easier for the yacht to ask relevant questions, rather than leave the employer to begin the entire assessment from scratch.

An interview is another stage of that exchange. It gives the candidate a chance to understand the programme and the yacht a chance to explore the person behind the document. Preparation is most useful when it helps both sides discuss the real work honestly, including the expectations that will matter after the excitement of an offer has passed.

From a CV to the right berth

Communication remains important between those stages. Candidates need to know where the process stands, and clients need clear information about the people being considered. The recruiter provides a thread through the sequence, helping prevent uncertainty or a missed detail from undermining an otherwise promising match.

The eventual introduction is not an abstract transaction. Someone is about to join a working household at sea, while the existing team is making room for a new colleague. The practical and personal sides of that change are closely connected, which is why a considered match has value beyond the speed with which a vacancy disappears.

For Superyacht Crew UK, the useful measure is the fit between person and programme. A good CV opens the conversation, but the opportunity becomes meaningful through what follows: clear expectations, relevant experience and a team in which the individual can contribute. The right berth is the one that turns those elements into a working next chapter.

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