



Navigating Growth The Third Chapter



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DIRECTOR'S NOTE



From the Desk of
VINEETA RAJPUT

Dear Seafarers,

This edition begins with my sincere appreciation for our seafarers at sea and our shore teams on land, whose dedication and coordination together ensure the smooth sailing of Caspia.

At Caspia, we strongly believe that the true strength of a shipping company lies not only in its vessels, but in the people who sail them and those who support them from shore.

As a Director overseeing Human Resources and offshore operations, I remain closely involved with both our desk and deck teams, continually striving to narrow the gap between shore and ship through an efficient, empathetic, and responsive shore staff.

Seafaring is more than a profession—it is a way of life that demands resilience and emotional strength. At Caspia, we support not only our seafarers but also our shore staff, going beyond contracts and compliances.

Mental well-being remains a priority, and we are committed to fostering an environment where individuals feel valued, heard, and supported.

As we move forward, our vision remains clear: to build a people-centric organisation where care, growth, and accountability go hand in hand, creating stronger foundations for Caspia and smoother sailing for all.

One team, one purpose — sailing Caspia forward together

Warm regards,
Vineeta Rajput
Director



FROM DESK TO DECK

An Operations Manager's Perspective

In maritime operations, the vital link between shore and ship is built by dedicated professionals who ensure the safe, compliant, and efficient movement of seafarers and vessels. Among them, the role of an operations Manager is both demanding and deeply rewarding. My journey in this profession highlights how essential the connection between “desk” and “deck” truly is.

Navigating the Heart of Maritime Operations

Behind every successful voyage lies detailed coordination, planning, and problem-solving. Long before a seafarer boards a vessel, the operations desk becomes the nerve center—verifying certifications, ensuring STCW compliance, organizing medicals, visas, travel, and joiner arrangements. Every checklist, email, and document contributes to one goal: placing the right seafarer on the right vessel at the right time.

Crew Change: The Pulse of the Job

Crew change is the pulse of this role. It is far more than a routine process; it is a mission that requires precision and constant communication with agents, port authorities, principals, and vessels. Weather disruptions, last-minute documentation issues, health clearances, and flight delays are part of daily challenges. Yet every successful sign-on or sign-off is a quiet victory, directly impacting seafarers' lives, vessel efficiency, and shipowner confidence.



“Behind every successful voyage lies detailed coordination, planning, and problem-solving.”

- Mr.Rohit Avadhraj Singh

Balancing Compliance and Care

Compliance remains non-negotiable in an industry governed by evolving global regulations. Adhering to MLC requirements, DG Shipping guidelines, and RPSL audits goes beyond paperwork—it fosters a culture of safety, accountability, and trust. Every verified certificate and updated process plays a role in protecting both crew and vessel.

A Profession of Pride

Working in Caspia Ship Management Private Limited has been a journey of responsibility, learning, and pride. From drafting crew lists to managing compliant manning and coordinating international travel, the operations desk remains at the heart of shipping—supporting the seafarers who keep global trade moving.

Mr.Rohit Avadhraj Singh

(Operations Manager)

Caspia Ship Management Pvt. Ltd.

Mumbai

CULINARY COMPETITION



1st / First Prize



Second Prize



Third Prize

DECORATION COMPETITION FOR X'MAS



First Prize





BEST EMPLOYEE OF THE MONTH-SEP 2025
MICHAEL ARASU



BEST EMPLOYEE OF THE MONTH-OCT 2025
AJAI SHRIPATI SABLE

At Caspia, it's not just about work — it's about growth, enjoyment, and togetherness. In this section, you'll discover how the Caspia team, whether on board or in the office, learns and grows through training, enjoys and



BEST EMPLOYEE OF THE YEAR 2025
KARISHMA PASWAN



CHRISTMAS CELEBRATION
CASPIA TEAM

CHRONICLES



BEST EMPLOYEE OF THE MONTH-NOV 2025
MANSI DUBEY & PRIYANKA PARIDA

celebrates festivals, and shares happiness with one another. Caspia Chronicles is where we capture those moments that make our journey more than just work — it's where memories, joy, and growth anchor us together.



CASPIA SHIP MANAGEMENT PVT LTD
Representing at NUSI & MUI event at Mumbai



CASPIA SHIP MANAGEMENT PVT LTD
Representing at BNSU event at Valsad

CELEBRATING TOGETHER: FESTIVALS

At Caspia Ship Management, festivals are not merely celebrations; they are meaningful moments that strengthen our bond as one unified family – both at sea and ashore. In a profession where long voyages and time away from loved ones are part of life, celebrating festivals plays an important role in emotional well-being and togetherness.

For our seafarers, being away from home during important festivals can be challenging. Celebrations onboard help create a sense of home at sea, where the ship becomes a family and colleagues become companions in joy. Sharing festive meals, decorations, and traditions lifts morale, reduces loneliness, and builds strong bonds among crew members.



Similarly, festival celebrations in the Caspia office bring employees together beyond their daily roles. People from different departments, cultures, and backgrounds participate with enthusiasm, creating an atmosphere of inclusivity and mutual respect. These moments encourage interaction, teamwork, and a positive workplace culture.



THAT UNITE THE CASPIA FAMILY

Connecting Sea and Shore

Festival celebrations act as a bridge between ship and shore. When office teams acknowledge and align celebrations with those onboard vessels, it strengthens the emotional connection between both sides. Seafarers feel remembered and supported, and office staff feel more connected to the lives and realities of those at sea. This shared culture builds trust, loyalty, and pride in being part of Caspia Ship Management.

More Than a Celebration—A Commitment

At Caspia, celebrating festivals is not just about decorations or sweets—it is about well-being, belonging, and human connection. It reflects the company's commitment to caring for its people, not just as professionals, but as individuals with emotions, traditions, and families.

Whether on land or at sea, these moments remind us that: Even when oceans separate us, our values and celebrations keep us united.



SEA • NEWS



Reviving ancient maritime glory: Indian naval sailing vessel Kaundinya sails on maiden overseas voyage to Oman

In a symbolic return to India's seafaring past, the Indian Naval Sailing Vessel (INSV) Kaundinya on Monday embarked on her maiden overseas voyage from Porbandar in Guajrat to Muscat in Oman, marking a key step in the Navy's effort to revive and showcase the country's ancient maritime traditions.

The Navy further informed that INSV Kaundinya has been constructed using traditional stitched shipbuilding techniques, employing natural materials and methods that date back centuries. Drawing inspiration from historical sources and iconographic evidence, the vessel reflects India's rich legacy of indigenous shipbuilding, seamanship and oceanic navigation. The voyage retraces ancient maritime routes that once connected India's western coast with Oman, fostering trade, cultural exchange and sustained civilisational interactions across the Indian Ocean.

The expedition is expected to further strengthen bilateral relations between India and Oman by reinforcing shared maritime heritage and deepening cultural and people-to-people ties. The arrival of INSV Kaundinya at Muscat will symbolise the enduring bonds of friendship, mutual trust and respect between the two maritime nations. It also highlights the deep historical linkages between Gujarat and Oman, underscoring a legacy of cooperation that continues to this day, it said.

Through this voyage, the Indian Navy reaffirms its commitment to maritime diplomacy, heritage preservation and regional cooperation. INSV Kaundinya's expedition stands as a testament to India's civilisational maritime outlook and its role as a responsible and culturally rooted maritime nation in the Indian Ocean Region.

Australian cruise ship stuck off PNG 'detained' amid investigation



A cruise ship that ran aground off Papua New Guinea has been “detained” out of concern it’s unseaworthy “due to potential damage”, amid an investigation into how it became stuck on Saturday morning. The Coral Adventurer remained stuck on a reef off the north coast of Papua New Guinea, about 30km from PNG’s second-largest city, Lae, on Tuesday, as efforts to refloat it continue.

No injuries have been reported to the ship’s 80 passengers and 43 crew. The passengers were due to travel back to Australia on a chartered flight to Cairns on Tuesday.

Agencies in PNG and Australia have launched investigations into the grounding, with the ship “detained”.

The ship was already under investigation as a result of a separate and unrelated incident on a previous voyage. A passenger, Suzanne Rees, died after being allegedly left behind on an excursion in October.

The 80-year-old from Sydney was allegedly left on Lizard Island, where she was found dead after a subsequent search.

SUPPORT GROWS FOR INDIA'S NEW MARITIME CCTV RULES

India’s Directorate General of Shipping issued a Merchant Shipping Notice in February 2025 requiring CCTV installation on all newbuild and existing Indian flagged vessels of 500gt or more. It also recommends the installation of CCTV on all 500gt+ foreign-flagged ships calling at Indian ports. Mandated vessels must comply by 12 February

2028, or at their next classification renewal survey, whichever occurs later. Sam Mayall, Chief Executive Officer of Zelim, said: “This is a landmark decision from India’s maritime authorities and signals a step change in maritime safety thinking. By mandating smarter monitoring systems, India is setting a powerful example that other maritime nations should follow.”

Captain's Voyage: From Cadetship to Command

"My journey to becoming a ship captain was sparked by my grandfather's tales of the sea 🌊 and mermaids 🧜‍♀️. His stories ignited a passion, and I knew I wanted to forge my own path, not follow the usual engineering or medicine route. A 2006 newspaper article about merchant navy jobs sealed the deal. I joined AMET University's BSc Nautical Science program, and it was life-changing. New friends, new perspectives, and a new me emerged



Post-graduation, I landed a cadetship with Selandia Ship Management. I still remember my first day on the bridge with my dream uniform onboard M.V Dubai Jewel - it was a dream come true 🙏. Fast forward, I cleared my 2nd Mate License, worked with Fleet Management and Synergy MOL, and rose to Chief Officer. The responsibility was exhilarating. I aimed higher, and with hard work and divine grace, I got the command of a tanker vessel in Dec 2022. As I manoeuvred my first vessel as Master, memories flooded - from cadet to captain 🌊👍

The best part about life at sea? The holidays! 🌴 Getting to spend quality time with loved ones and explore new ports. The challenging part is the time spent away from family and friends 😔.



Capt. Jerry Justin

Modern tech helps, but it's not the same. I'm grateful to the sea 🌊 and the opportunities it's given me. Thanking Mother Nature, and God almighty, at this occasion 🌟

Happy to be part of Team Caspia. It's a company with great professionalism and hospitality 🙏. Honour to work for such a great company 👍"

Capt. Jerry Justin
Caspia Ship Management Pvt. Ltd.
Mumbai

DG Shipping YouTube Channel

<https://www.youtube.com/@dgshipping-india>
Dear Seafarers Kindly visit the channel and get the best of the awareness



Directorate General of Shipping, India

@dgshipping India · 7.59K subscribers · 188 videos

Welcome to the official YouTube channel of the Directorate General of Shipping (DGS), India. ...more

dgshipping.gov.in and 5 more links

Subscribed



ANCHORED THOUGHTS



Across oceans and silent nights, Their hearts stay anchored to home

The Suitcase by the Door

Every year before Diwali, little Aarav dragged a chair to the window and waited for his father. His mother Meera would smile and say, "He'll come when he comes, beta," but Aarav believed only one thing — Papa brings Diwali with him.

Captain Arjun had been sailing for sixteen years. The sea kept him away, yes — but it also gave his family stability, opportunity, and a future he was proud to build. At sea he led teams, navigated oceans, and watched sunsets that few people in the world ever get to see. Sailing made him strong, disciplined, and grateful for every small moment at home.

This year he managed to return for the festival. Aarav's shout — "Santa Claus is here!" — filled the house with laughter. His suitcase carried toys and souvenirs, but to Meera, the real gift was the pride in his eyes. She knew that every mile he sailed was not just duty, but love for his family.

Their days together were simple and joyful. Arjun taught Aarav to ride his cycle, fixed the little things around the house, and spent long evenings talking with Meera. They cherished these moments more deeply because they understood their value. Sailing had taught them that togetherness is precious. Soon, the countdown came. One morning, Meera saw his ironed uniform and felt the familiar ache — but also a quiet pride. She knew the world needed people like him: steady hands guiding ships, bringing goods across oceans, keeping global trade alive.

At the port, Aarav hugged him and whispered, "Papa, why do you have to go?"

Arjun knelt down and said gently, "Because the sea is my work, beta. And everything I do there is for you." That night, Meera found his half-empty suitcase left behind. Inside was a note: "So I always have a reason to come back."

She held it close — not with sadness, but with gratitude. Sailing had given their family a different life... a stronger one. A life of resilience, pride, and love that stretched across continents. And somewhere on the ocean, Arjun looked up at the stars — his constant companions — and whispered,

"A few months more... then I'll come back and bring Diwali again."



Ships

Can you spot the 5 differences



1

2

3

4

5

Forged at Sea: The Making of a Chief Engineer

“Life is a journey without a map”

**Every journey has a goal.
Every goal has a path.
Yet the goal of the life is endless.
The wise men correctly say that
life is a journey without a map.**

When a boy stood in the line of NCC scouts and salute the tricolour Indian flag with the honour of singing the national anthem, he only dreamed the journey in which he could serve the nation.

Ushered into that dream me as that boy, under dynamic circumstances, joined merchant navy as fifth engineer and started a voyage with Indian flag ships with The Great Eastern Shipping Company.

From the first day of the journey it was well manifested that every voyage is hard-work and there is no short cuts. Seniors forged discipline, skills, knowledge and with endless obligations I embrace all in my stride.

My first reckoning occurred when I joined as fourth engineer. Independent in my watch taking care of all the machineries, keeping the show running; it was a huge privilege. Along with that privilege comes sense of responsibility and eagerness to learn more and more skills and gather more and more experience. I keep myself busy with everything and everyone on board.

Soon the call from fleet personnel department came saying “we are promoting you as third engineer”. That was super encouraging also deepening the sense of responsibility. From the day one of my third engineer tenure I became a pet guy of second engineer and chief engineer.

Once completed my class two competency exam and received my certification I got promoted to second engineer. I remember those days when chief engineers used say with rising smiles “good you came”. **I used to reply with gratitude “ Sir don’t worry, I will take care of everything”.**



**Jaydeep Chatterjee
Chief Engineer**

Through out my journey till I promoted to chief engineer and now sailing as chief engineer in Caspia Ship Management, I have been assigned to variety of projects; starting from regular dry dock, lay up to second hand take over, retrofit. I always put my hard work and my sincere abilities.

As I begin with I still thrive for that everlasting voyage, the unmapped journey. I took all the experience in the order of their merit and moved on. For every call for a new assignment I rejuvenate myself with positive energy, fresh ideas of harmony, team building and promise towards delivering the best out of me.

**Mr.Jaydeep Chatterjee
(Chief Engineer)**
Caspia Ship Management Pvt. Ltd.
Mumbai

TALENTED SEAFARER'S FAMILY

FOR THE SAILOR WHO MISSED EVERYTHING

He left one morning with a silent hug,
Didn't say much — he never does.
A small bag, tired eyes, a forced smile,
Promised, "I'll be back in a while."

He watched his father grow old
Through video calls that froze mid-sentence.
He heard his mother say,
"Beta, theek ho na?"
And lied every time.

There are nights he hasn't slept,
Not because of waves,
But because he wondered
If the people he loves will still recognize
The man who returns.

While the world kept living day by day,
He learned to count time in waves and grey.
His child learned to walk without his hand,
His mother aged, waiting on land.

When storms came screaming at two a.m.,
No one asked if he was holding on then.
The sea shook the ship, the night shook his soul,
Yet he stood there — because quitting wasn't his role.

He carried food he would never taste,
Fuel for cities he'd never face.
He moved the world inch by inch,
While his own life stood still in silence.

No one clapped when he survived another night,
No one knew how close he was to goodbye.
No headlines wrote of his fear and pain,
Just another sailor... just another name.

And when he returns, thinner, quiet, changed,
The world asks, "So, where have you been?"
No one asks what it cost him to stay alive,
What parts of himself he left in the tide.

When the world locked itself inside
homes,
He crossed oceans.
When borders closed,
He stayed open to danger.

No one sees what he buried at sea:
His youth.
His time.
Pieces of his soul.

He doesn't want applause.
He doesn't want praise.
He just wants one thing:

For once...
Someone to say:

*"We see you.
And we know what it cost you
To keep this world alive."*

-By AJEET SINGH PANWAR
2nd Officer

TALENTED SEAFARER'S FAMILY

THE COURAGE TO STAY HUMAN

When We Finally Notice

A child asks the sky for dinner,
The street answers with dust and noise,
We lower our eyes, quicken steps,
Afraid of breaking our comfortable poise.

A woman learns to fold her pain
Between chores, between closed doors,
Society calls her silence “strength”
And counts her wounds as nothing more.

We hear the cries through muted screens,
Feel sad for a moment, then move on,
Empathy expires after a scroll,
And suffering learns to live alone.

The poor are blamed for being poor,
The tired for being weak,
We reward those who never fell
And forget the ones who couldn't speak.

Yet somewhere hearts still ache enough
To choose discomfort over ease,
To stay when walking away is simpler,
To bend so others do not break.

Social awareness is not a thought,
Not a post, not borrowed pain,
It is the courage to stay human
In a world that teaches us to look away.

By ASHISH RAJ (CLASS : XI)
S/O Capt. Shiv Shankar Kumar
Caspia Ship Management Pvt. Ltd.
Mumbai

हम मर्चेंट नेवी का एक परिवार हैं,
जहाँ समय भी समंदर के साथ चलता है।
कभी watch की ड्यूटी, कभी anchor की रातें,
तो कभी port पर काम बिना रुके चलता है।
नया साल घड़ी देखकर नहीं आता,
कभी ड्यूटी के बीच आ जाता है।
जब दुनिया साथ बैठकर जश्न मनाती है,
हमारा sailor काम करते हुए नया साल मनाता है।
दिन-रात, लहरें और जिम्मेदारियाँ,
काम और जीवन दोनों साथ निभाते हैं।
दूर रहकर भी परिवार का सहारा बनकर,
हर पल अपनी भूमिका निभाते हैं।
Caspia परिवार का हृदय से आभार,
जो हमारे अपनों का पूरा ध्यान रखते हैं।
नए साल में हमारी यही प्रार्थना है,
हर seafarer सुरक्षित रहे, हर crew मुस्कुराता रहे।

Shayari :

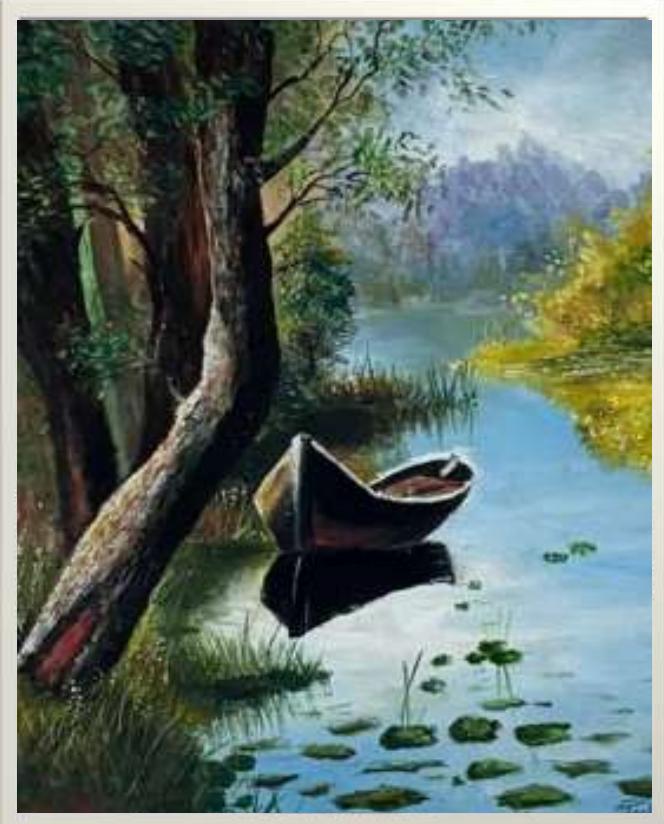
कभी watch की ड्यूटी, कभी anchor की रात,
कभी port पर काम, बिना दिन-रात का हिसाब।
इसी में बीतती है seafarer की जिंदगी,
काम और जीवन दोनों का साथ।
Caspia family का आभार दिल से,
जो हर sailor को परिवार सा मानते हैं।
इस नए साल हमारी यही कामना है,
सब सुरक्षित रहें, और आगे बढ़ते रहें।

By PRATEEKSHA MISHRA
Relative of AB Manish Dubey
Caspia Ship Management Pvt. Ltd.
Mumbai

TALENTED SEAFARER'S FAMILY



Painting By Tanya Jerry & Tanisha Jerry
Daughters of Capt.Jerry Justin



Painting By Neer
Son of Chief Engineer Parminder Singh



Drawings By Kajal (9th Std)
Relative of Tr.OS Ashish Singh





RPSL - MUM 162206
VALID TILL 16-02-2029

VACANCIES

OIL - CHEMICAL - GAS TANKERS / BULK CARRIERS

DECK OFFICERS

- ◆ Master
- ◆ Chief Officer
- ◆ 2nd Officer
- ◆ 3rd Officer

- ◆ Fitter / Welder
- ◆ Bosun
- ◆ AB
- ◆ OS

ENGINEERS

- ◆ Chief Engineer
- ◆ 2nd Engineer
- ◆ 3rd Engineer
- ◆ 4th Engineer
- ◆ Electrical Officer

- ◆ Fitter
- ◆ Oiler
- ◆ Wiper



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!! WE DO NOT HAVE ANY AGENTS OR REPRESENTATIVES !!



CASPIA CARE ACTIVITIES



Empowering Our Crew Beyond the Horizon

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