

YOUR PORT YOUR JOB

PORT OF HAMBURG MAGAZINE

OUR SELECTION OF JOB PROFILES OFFERS
A GLIMPSE AT THE WIDE VARIETY OF
PROFESSIONAL OPPORTUNITIES AVAILABLE
AT THE PORT OF HAMBURG.



Dear Readers,

The Port of Hamburg is as vibrant as it is diverse. This is especially clear when it comes to the many different professions and jobs the port offers. While leafing through this issue of the Port of Hamburg Magazine, I found the dedication of the employees at the Port of Hamburg particularly impressive. It is their motivation, commitment and team spirit that makes the port such a special place to work.

A key reason for this high level of dedication is the modern approach to work that is upheld by employers at the port. They strive to gain and promote new talent. Besides contemporary workplaces, they provide their employees excellent support and attach great importance to developing their future specialist and managerial staff.

Our selection of job profiles offers a glimpse at the wide variety of professional opportunities available at the Port of Hamburg. But it doesn't end there – countless other exciting avenues exist for embarking on a varied and modern career in the port environment. One example of this is the further training and professional development at ma-co, a learning provider who works closely with its partners to develop and place new and attractive job profiles.

Read more about all these topics in this issue of the Port of Hamburg Magazine.

Stay curious,



AXEL MATTERN
CEO Port of Hamburg Marketing



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Gerrit Küther, managing director of ma-co, and Thomas Lührs, project manager of PortSkill 4.0, talk to Mathias Schulz.





Keeping the pulse of the times

The learning provider of German sea-ports, ma-co, offers a comprehensive range of further training and professional development. Its sights are always set on the future. During this interview, Gerrit Küther, managing director of ma-co, and Thomas Lührs, project manager of PortSkill 4.0, explain how the port and shipping industry can continue to attract qualified talent in the future.

BY MATHIAS SCHULZ

Mr Küther, Mr Lührs, what will jobs at the port look like in 2030?

Gerrit Küther: We can't predict that with any accuracy at this time. But the jobs in the port environment will undoubtedly change. After all, the digitalisation of many processes and increasing automation in many areas will result in new tasks for personnel. The requirements on the typical specialist for port logistics will fundamentally transform in the coming years. We are working with partners to define the job profiles of the future. We are doing this within the research project PortSkill 4.0 under the auspices of the Federal Ministry for Digital and Transport (FMDT), as part of the IHATEC II funding programme for innovative port technologies.

Thomas Lührs: Our focus is on people. In this project, we therefore ask how we can qualify the workforce to enable them to continue to perform their job effectively in the future.

How do you do this, practically speaking? How do you identify this need for qualification?

Küther: This is only possible in close dialogue with our partners – the companies in the port – and that is



The Maritime Rescue Training Centre (MRTC) provides training on how to perform a rescue from a helicopter that is submerged in water.

precisely what we do in our project PortSkill 4.0. Over the last two years, we have had many conversations and analysed the results. It became clear that a lot is going on at the port. Digital transformation is being implemented in many areas. We realised that we now need to accurately identify future competencies in order to develop relevant training programmes and courses.

What could these future competencies be?

Lührs: This doesn't just include technical or digital skills. There are also people skills as well as certain activity and method-related competencies. Overall, we have identified around ten core competencies where there are significant overlaps between the different job profiles, which we would like to train using the new possibilities of the digital world.

What does this mean in practice?

Lührs: This involves developing courses to train competencies using simulations – i.e. control stand simulations and computer simulations in a virtual world representing a remote control stand for gantry cranes, for example. These courses should not be confined to a single job profile, but take the form of networked training. In other words, a training situation may encompass multiple job profiles. This could include crane drivers, ship planners, process controllers and other people in maintenance and repair. They all encounter different scenarios with problems and extreme situations, which are played out virtually. This means soft skills such as problem-solving, structured working, communication skills and execution can also be trained.

How much progress has ma-co made in implementing this type of training?

Küther: We are currently setting up our digital test and training centre. We have rented premises at HHLA Container Terminal Altenwerder for precisely this purpose. A new ma-co site is being developed here that will be available to all companies in the port industry. There will also be branch offices at the ma-co sites in Hamburg and Bremen. All sites can then be virtually networked into an open system.

Who is involved in this project?

Lührs: This project was initiated by the social partner ver.di and the Central Association of German Seaport Operators (ZDS). BLG Logistics in Bremen and HHLA in Hamburg are also on board as partners, while we have assumed management of the consortium.

Küther: I'd also like to mention our project partner Patient Zero Games, based at the Digital Hub Logistics in Hamburg, who is handling all the IT requirements and IT implementation.

Has a date already been set for the inauguration?

Küther: A definitive date has not yet been set. But we plan to have an open day for our new training centre in the course of the year. The event is planned for the start of the fourth quarter of 2024.

Let's talk about your current offering. Have your courses already changed as a result of increasing digitalisation?

Küther: For the most part, we are still working on adapting our courses. But we already changed much of our offering to e-learning formats during the pandemic. Today, we have reached the point where we have established our own e-learning platform. This means our commercial training courses in particular are more varied. There are e-learning components and self-study phases as well as in-person sessions. Back then, we laid the foundation for this in the "DigiPortskill2025" project as part of the "Transformation of Work" programme of the Federal Ministry of Labour and Social Affairs.

Lühns: Initially, we found this transition more difficult for our industrial programme. Here, many things have to be done in practical parts on site. Seeing, feeling and trying things out for yourself is very important. However, there are also theoretical phases that we can meanwhile cover via our e-learning platform. We are continuously adapting our modules according to the experience we gain.

Are companies already asking for digitised programmes?

Küther: This varies quite a lot. On the one hand, we still have classic training for skilled workers at the port. These involve a lot of hands-on modules covering certificates for forklifts and heavy-duty stackers or for conventional applications in securing cargo, for example. But many companies also ask for topics such as first aid and fire safety.

Lühns: On the other hand, many companies are considering strategic development and future competencies. For the participants, this raises the question of how they can work more effectively. This is where the projects we have previously mentioned come into play.

If I want to take one of your training courses, can I also do so as a private individual?

Küther: This happens from time to time. Private individuals from the nautical sector come to us who wish to brush up on their skills. They often take part



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in basic safety training. But mostly, it's companies from the logistics and port industry that send us their employees to attain new skills, refresh their knowledge or learn something new.

Are there other partners you work with?

Küther: There is also another side to what we do. As a provider of further education, we work very closely with the Federal Employment Agency and team.arbeit.hamburg (Hamburg job centre). For decades, we have been taking care to qualify job-seekers where this opens the prospect of a new job. This means we look ahead and try to find companies that need staff in a certain area. We also make

sure that the applicants are motivated to start a new job.

Lühns: Another important pillar of what we do are our qualification projects. Here, we work closely with the Federal Ministry of Labour and Social Affairs as part of the "Transformation of Work" programme. We are also involved in the "Social Partner Directive" programme, which deals with working structures based on social partnerships. As a result, we handle qualification projects on the one hand and research projects on the other.

I'd like to return to the practical procedure. Do I need a school-leaving certificate to participate in the courses?

About ma-co

The ma-co maritimes kompetenzentrum is a learning provider for German seaports and with its predecessor institutions, has been operating for around 50 years. ma-co is partly funded by the social partner ver.di and the employers' associations of the ports. The learning provider works with the large individual companies of the ports, such as HHLA, Eurogate, BLG and the overall port operator companies (GHBs). At the same time, ma-co offers many smaller companies in the port and logistics sector a comprehensive programme of further training and professional development.

The focus at ma-co lies on practical qualification with extensive outdoor facilities and training areas. The training vessel beneath Hamburg's Köhlbrand Bridge is a beacon in practical training in the commercial and technical areas of the German port industry.

ma-co was originally created as a result of the merger of port colleges in Hamburg and Bremen during the development of JadeWeserPort. The learning provider started by qualifying a workforce of 220 jobseekers into port logistics specialists for the container terminal operator Eurogate WHV. Its core topics include further training and professional development in the port, throughput and logistics areas. In recent years, ma-co has substantially expanded the areas of maritime, offshore and safety/security training. In 2018, the learning provider opened the Maritime Rescue Training Centre (MRTC) with its own training pool in Hamburg, where it offers maritime safety and offshore training. The areas of hazardous goods and customs, management and communication as well as IT business training round off the programme offered by ma-co.

Küther: Not necessarily. One of our classics in the port and logistics sector is the qualification programme in “power logistics” for jobseekers. There we start from zero. Instead, we offer applicant days for our selection process. Here, we don’t just consider qualifications but also soft skills as well as motivation and drive. Ultimately, our success depends on whether the participant then actually stays in the job. Only by achieving a suitable integration rate do we continue to earn the trust of our partners.

Lührs: We maintain close dialogue with many companies. Time and again, we hear that many companies are still looking for staff. So, jobseekers have good opportunities to find employment. There continues to be a clear need for staff especially in conventional work and in logistics.

Can you say roughly how many courses take place across all sites over the year and how many participants complete these courses each year?

Küther: Across all sites, it’s around 6,000 to 8,000 participants each year. We offer 150 seminars on average, divided into more than eight areas of compe-

tence. But we also have the flexibility to offer customers courses that go beyond these areas.

Can I start a training programme at any time or do I need to keep certain dates in mind?

Küther: It depends. We have set dates for the courses funded by the Federal Employment Agency and the job centre. These courses are offered at set intervals. This is also the case for our standard courses. But if companies want to train their employees in-house, we are very flexible and can come to the company’s premises.

One more question to conclude: if you could go back and choose a job at the port, what would it be?

Lührs: That’s a hard question to answer. I could imagine working in terminal development.

And how about you, Mr Küther?

Küther: I would definitely try doing something in planning and controlling. I find the field of technical automation particularly interesting here. I’d like to have an overview of the entire system. ■

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Change of course

How a skipper is finding a new use for his expertise

BY NICOLE DE JONG

From the waves of the river Elbe to controlling the flow of personnel: Melvin Siebold took on a new challenge as staff dispatcher at Flotte Hamburg on 1 January. His experience as a skipper serves him well here.

Melvin Siebold has been working as staff dispatcher at Flotte Hamburg, a subsidiary of the Hamburg Port Authority (HPA), since 1 January. He now coordinates the deployment of nautical personnel, the profession he previously belonged to. Although he is still in the induction phase, one thing is already clear: the new role challenges him in just the way he wanted. The trained port skipper worked in holiday and illness cover at Flotte Hamburg until the end of 2023. If someone from the team was absent, the skipper would step in. Siebold can operate each of the 45 multifunctional vessels of the fleet.

His job at the port was therefore very varied. “We have survey vessels, pilot transfer-

ers and tuggers, and we need to know how they manoeuvre in the special fairway of the Elbe,” he says. The sounding vessels are needed to maintain water depth; the pilot transfer vessels bring the Elbe and port pilots to and from the ships around the clock; icebreakers keep the Elbe free in winter and the tuggers transport the dredge barges to and from the suction station.

Siebold’s day would usually begin at six in the morning and end at six in the evening. Sometimes, he

Melvin Siebold
Personnel dispatcher
at Flotte Hamburg



© Nicole de Jong



would only know a day before what he would be doing the next day. Normally, in the case of holiday cover, he would know one or two weeks in advance. "It was very exciting for me to pilot different vessels. My work was quite varied." The greatest challenges for a skipper are dependent on the ship. Depending on the drive type, the skipper has to know what to do, as the Elbe can have up to two metres per second of current. "When I drove out on the Elbe, I could tell immediately how the ship would suddenly tilt as the conditions of the currents changed," the 32-year-old explains.



Siebold can operate each of the 45 multifunctional vessels of the fleet.

Siebold operated port vessels and barges. On board, he would have to use the radio or navigation instruments, for example. As a skipper, he also needed to know how to moor and cast off as well as unhitch and tether the vessels. He could make a towing or couple connection and drive. He knows the signals and navigation aids and is proficient in the relevant knots. "The weather, particularly visibility and wind, also play a big role, as does the space available for a turning manoeuvre, for example."

He especially liked being dispatched as holiday and illness cover. "That meant that I was needed." While the work was not monotonous, after ten years on the water Siebold wanted a change of perspective and more mental work. "Everything is still fresh, but I enjoy the work."

The young man has felt a connection to the water since his childhood, through sports like sailing and

surfing. He got the idea of becoming a port skipper from a neighbour, and his teacher at vocational college put him in touch with his training workplace. Siebold progressed to become a trained port skipper, attained all the necessary qualifications and certificates, and then spent four years working as a deck hand on bunker vessels. "But all in all, I found that too boring," he recalls.

He switched courses to tugging, until he finally found out through an acquaintance that Flotte Hamburg was looking for skippers. He applied, got accepted and spent three years working in holiday and illness cover. Does Siebold miss working on the water? So far, he doesn't, he says – particularly as his new workplace is on a pontoon at the port. "Thanks to the cycle of the tide, I still feel the movement of the water," he notes.

Since a number of allowances that he got as a skipper no longer apply, Siebold earns a little less as staff dispatcher. But the fact that he can finish work in the office earlier and doesn't have to work on the weekend makes up for this. For him, it's more important to have the opportunity at Flotte Hamburg to develop professionally and he is already looking forward to having more tasks, such as recruiting new employees. "Flotte Hamburg is still looking for skippers." ■

Skipper

Requirements: Completed vocational training as a ship mechanic, port skipper or inland sailor. Experience in tugging and moving barges and vessels. Experience with different drive systems. A valid inland skipper "A" certificate (or EU certificate) or a nautical certificate under STCW, the international convention on standards for the training, issuance of certificates of competency and the watchkeeping of seafarers. A valid UKW radio certificate (UBI) and valid radar certificate. A high degree of flexibility, 24/7 operations in some cases, including on weekends and public holidays. Ideally a holder of a driving licence (category B).

Soft skills: Team skills, considerate conduct, independent style of working as well as a friendly demeanour are traditionally considered aspects of good seamanship.



From concept to reality

The industrial engineer Isabel Ziebart is involved in project management for the “Alte Süderelbe Western Bypass” of the Hamburg Port Railway. Her task is to maintain an overview and push the major project forwards, step by step.

BY NICOLE DE JONG

While she is rail-savvy, she isn't a trained railway specialist. "In my bachelor studies, I didn't deal with the topic even once. I just stumbled into it," recalls Isabel Ziebart, who has been employed in project management at the Hamburg Port Railway since September 2023. Project management, she says, is absolutely her thing.

Ziebart studied industrial engineering. She began her professional career in project management at Deutsche Bahn. During this time, she also completed her master's in construction law. With this background, she switched to "superstructure" project management at the Hamburg Port Railway – a division of the Hamburg Port Authority (HPA) – a few months ago. Here, she is primarily responsible for the major project "Alte Süderelbe Western Bypass" (WASE).

"Railways are a highly complex system and extremely fascinating, multifaceted and therefore also challenging," the young woman comments. The goal of the WASE project is to break up a rail node at the port. The northern section of the train station represents a bottleneck in the western port railway network. A double-track western bypass is planned to relieve this node and also increase the efficiency of the system in view of a higher expected traffic volume.

Her job involves project coordination. This is by no means a trivial task, as many different stakeholders need to be coordinated. There are also technical topics, such as how the port railway has to organise the tender process as a public contracting authority, in order to comply with public procurement law. "Planning is particularly important. In other words, how we put on paper what actually needs to be implemented on the ground." This then needs to be coordinated with all internal and external interfaces and meet the requirements of the approval authorities.

Ziebart's job is to bring these threads together, keep all stakeholders equally informed and push the project forwards, step by step. Depending on the phase, she primarily works from the office or from home, but she also often has meetings with planners or stakeholders on site. "As soon as the project moves to the execution phase, I'll be out and about more often to maintain an overview of current progress," the 32-year-old explains. This makes the work even more varied.

She particularly enjoys it when a solution can be developed successfully as a team.

Isabel Ziebart
Project manager
for the Hamburg
Port Railway



© HPA/Hafenbahn

"Then everyone leaves the meeting in a good mood, because they are happy with the result," Ziebart says. Best of all is when the developed concept actually works in the end. "At the HPA, we have the opportunity to shape and change something for the long term," she adds.

Ziebart does not believe she has to distinguish herself in particular as a woman in what is perhaps still a male-dominated industry. "I think as a young person – whether a woman or man – you first have to prove yourself." People are generally very friendly and treat each other with respect, she says. Since she has only recently chosen to switch courses to the port railway, her impressions of the company are still rather fresh compared to her previous employer. "Compared to Deutsche Bahn, the work is not less complex – to the contrary, there are so many different fields of work in such a small area at the port railway." What's special, according to Ziebart, is the fact that so many colleagues have been working at the port railway for so long and are proud of working for a Hamburg organisation. "As a result, it's very collegial here; everyone is very helpful. At the HPA, you also have the opportunity and the necessary support to develop yourself if you are interested in doing so," she concludes. ■

Project coordinator

Requirements: To become a project engineer at the port railway, applicants should have completed engineering studies with a relevant area of specialisation, and ideally have professional experience in the railway sector. The work is by no means routine. Project engineers oversee, manage and realise a project from start to finish. They coordinate tasks and maintain an overview of the targets, costs and schedule.

Soft skills: Besides motivation and team skills, the ability to communicate with empathy is among the attributes required for the job. Project engineers often act in a moderating capacity. Leadership ability and sociability as well as perseverance, resistance to stress and a degree of tenacity are also important. Project engineers must be able to work in a structured manner and should always be able to pull out a Plan B.



Innovative technical professions at the HHLA

To keep automated terminals running smoothly, the HHLA is investing not only in powerful technical infrastructure, but also in specialists in particular. A look at three jobs.

BY KERSTIN KLOSS

Almost 22 years ago, the HHLA Container Terminal Altenwerder (CTA) began operations and has since been the throughput facility with the greatest degree of automation at the Port of Hamburg. In order to maintain and repair the equipment, 150 employees work in shifts at the Altenwerder site at HHLA Technik. Highly specialised technicians are needed in the fault clearance service or maintenance team, in two workshops for 95 automated guided vehicles (AGVs) and around 100 “spreaders” (load handling equipment for containers), as well as in specialist teams for different equipment. Altogether, HHLA Technik has almost 500 employees across all its Hamburg

sites – the CTA, Container Terminal Burchardkai (CTB) and Container Terminal Tollerort (CTT) – each of them working in concert.

The increasing development of automation requires more and more expertise. Regarding the AGV fleet, which was switched entirely to lithium-ion batteries by the end of 2023, Operations Manager Henning Verstege notes: “Mechanics with basic qualifications as electronics technicians or mechatronics engineers have all gone through high-voltage training, so they can work safely and effectively with the new technologies.”

Among them is **Bernhard Martens**, head mechanic at the AGV workshop. He has just parked an almost 27-tonne AGV as effortlessly as a toy, via remote control. He visibly enjoys his work – just like the interplay of technology at the port, which he finds “super interesting”. That is why he applied at the port in 2007, leaving a job at a car garage, and has since completed various training programmes at the HHLA.

While the first AGVs had a diesel-hydraulic drive system, the second generation were diesel-electric – before battery power was finally introduced. For the first changeover, Martens needed training as an electronics specialist for particular tasks. The three-week programme enables him to perform certain processes with up to 1,000 volts independently, such as measuring and calibration or switching out components. A three-day high-voltage training course was held for the new generation of AGV batteries with 800 volts of

direct current. “In technical professions, it’s important to keep developing; vehicle technology changes every 15 to 20 years,” he explains. There are shorter intervals for safety or system training as well as other training courses for minor components.

As head mechanic, he has been responsible for a team of seven at the workshop since March 2011. Everything is clean and tidy here – even the grease gun for lubricating joints which is used to install new parts. Martens stands beside a vehicle lift, which can raise AGVs to a working height; a ceiling crane is suspended overhead. He takes a look at what his staff are currently doing, before connecting some cables within the exposed interior of an AGV. He then moves to a PC for AGV test runs and orders replacement parts. The fact that a colleague is detaching the cabin from a tractor using a loud impact screwdriver in order to repair the engine is no distraction for him.

Martens takes the occasional call from the terminal control station and monitors AGV faults online, before putting the driverless transport system in the test area, repairing and returning it to operations. For him, this is where digitalisation shows its advantages: “The program runs the machine with an even load, which means longer maintenance intervals.”

When it comes to highly specialised devices, Martens enjoys looking for technical optimisations and he’s proud to keep AGVs and traction engines running: “I love how I can see what I’ve accomplished at the end of the day and how I don’t do the same thing every day.” The challenge for him: “Setting priorities to keep the fleet fit for service.”

The father of two even finds the time to get involved on the Works Council and bargaining committees: “I like personally standing up for the protection of my colleagues,” he says. ■



Bernhard Martens at the SCA workshop.

Head mechanic in AGV-workshop

Requirements:

In order to start as a head mechanic at HHLA Technik, technical training as a mechatronics engineer or electronics technician for automation technology is required. HHLA Technik also offers training in this area.

Soft skills:

An ability to organise and a structured approach to work are likewise advantageous. Having an open ear, being communicative and the capacity to motivate others are also important soft skills for this profession.

Safety is also top priority for **Sascha Ehrich**, mechanic in the water-side equipment team. Since his workplace is about 50 metres in the air, he has personal protective equipment and regular safety training. From the boom of each of the 14 gantry cranes, he can see the TV tower under good weather conditions.

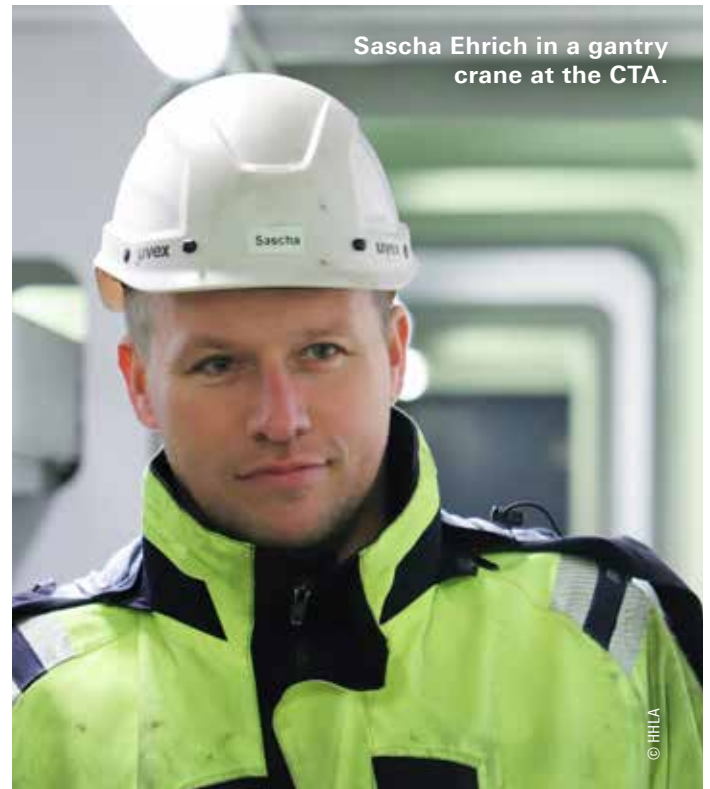
When Ehrich walks over the long steel gangways, it looks like the inside of a ship's hold. There's no place for claustrophobia, especially when he needs to ascend up to 80 metres on the steep ladder through the confined pylon. "I have to do that maybe once every six months, although sometimes even twice a week," he notes. For safety reasons, he is always joined by one of his eight colleagues from the water-side equipment team.

It is quite normal for him to go through a red door with the sign "Access prohibited! High voltage, risk of death," behind which 10,000 volts are transformed into 500 volts for operation. In all weather and wind conditions, Ehrich climbs a safety stairwell with anti-slip grated steps, which leads to the electrical machine room where the "brain" of the gantry crane is. The control centre contains servers and monitors that display status and error messages.

After finishing his vocational baccalaureate diploma, the trained construction mechanic went on to complete a mechatronics engineering course at HHLA Technik. When a pulser stops working or a measuring wheel has a damaged bearing, it is down to him to take out his spanner and replace the parts. Due to his highly specialised work, he often uses mechanical and increasingly electrical equipment, for which he receives training, such as in converter technology: "The training covers power electronics, how motors can be powered with different technology – lifting gear with direct current, trolleys with alternating current." In several courses each lasting a week, he learnt at Siemens how to use their software.

The next round of training is planned soon – when the more than 20-year-old gantry cranes are to be gradually replaced by remote-controlled Liebherr cranes from October 2024. "For us mechanics, this represents a new challenge as the programming language is completely different," Ehrich explains. Sensors and scanners will monitor everything, which until now has been a job for the operator: "This needs to be maintained, serviced and calibrated." In addition to his own work, he also supports other companies, for example, when they are setting up the track for a trolley or carrying out welding.

Before Ehrich started at HHL Technik in 2004, he had never had anything to do with computers. He has mean-



Sascha Ehrich in a gantry crane at the CTA.

while grown with the devices, from teething troubles to retrofitting. ■

Water-side equipment team mechanic

Requirements:

Technical training as a mechatronics engineer or electronics technician for automation technology and fluency in technical English are required for the profession of water-side equipment team mechanic.

Soft skills:

Other desirable attributes for the role include a resistance to vertigo, team skills and a strong ability to organise. There is also occasionally shift work in this profession, which candidates will also need to accept.

Electrical retrofitting is one of the specialist fields that **Christopher Schlage** manages as dispatcher of the land-side equipment team. This means, for example, prolonging the lifespan of automated yard crane systems, also known as storage blocks. The eight mechanics and a deputy of Schlage are working together on this as part of the HHLA sustainability strategy. They give recommendations for which components should be replaced or kept, support the crane manufacturer with technical questions or check the new crane documentation is correct.

“Due to the stacking accuracy we have achieved, for example, we want to keep the floor markers that the crane uses for orientation,” the 47-year-old explains. The 26 storage blocks, each with two gantry cranes on rails and a storage capacity of 1,440 TEU per standard block, serve as a link between water-side AGVs, trucks in hinterland transport and terminal chassis transport between storage and railway cranes.

As part of this retrofit project, the first storage block has already been gutted for electrical retrofitting, while the steel construction, motors, cable paths and wheels remain. The outdated power electronics are no longer available on the market. “The brain of the crane and everything that works with the main control system are to be replaced. This also includes peripheral parts, such as input and output assemblies,” Schlage clarifies. He adds: “We have an excellent standing with the manufacturer ABB when it comes to maintenance, crane improvements and ingenuity.” For instance, his team developed details that the automation technology group adopted worldwide, such as a positioning system with static magnets.

“I’ve always been fond of the storage crane,” Schlage says. In 2001, he left an industrial company to join HHLA Technik and was the first mechanic to start at the CTA, before becoming head mechanic in the fault clearance service. Today, he spends about a fifth of his working hours at block storage, but mostly he can be found in the open-plan office. In the morning, Schlage first reads the records from the late shift before dispatching the team for the day’s work.

The computer workstations may seem unspectacular at first glance, but it is here that important work is done for the sustainable future of the HHLA: “Our analyses make it possible to organise existing material more effectively.” For instance, the crane specialists have increased equipment stability over the course of two decades. He mentions the drive system for cable drums as an example: “By making our own software changes to cable drum control, we were able to achieve considerable system optimisations.”

Schlage has been able to put together his team since 2006, but no crane mechanics can be found on the market, he says. The trick is to find the right characters among the electricians, electronics technicians and master craftsmen available.

Land-side equipment team dispatcher

Requirements:

In order to work as a land-side equipment team dispatcher, it is also important to have technical training as an electronics technician or mechatronics engineer. A qualification as a technician, master craftsman or engineer is also necessary.

Soft skills:

Other desirable criteria for the profession include a positive attitude and the ability to motivate people. Likewise beneficial are perseverance and a certain affinity for details in order to dive into the world of cranes.

During the Lehman Brothers crisis in 2008, the employer offered him the opportunity to undergo training as a technical manager for four months. Today, he benefits from the business mindset when he monitors production processes, makes decisions on technology use and ensures operational readiness.

He is proud to work at the world’s first “climate neutral”-certified terminal, because he and his team contributed to this, for example by retrofitting energy-efficient LED technology. In the past, the 52 gantry cranes at the CTA were operated under complete illumination; now the storage blocks are kept dark. Only when a remote controller is called are the lights turned on.

In his free time, the trained industrial electronics technician also enjoys repairing anything that breaks at home. ■



As dispatcher for the land-side equipment team, Christopher Schlage can often be found on the CTA site.



From catering to mooring

Nothing can work at the Port of Hamburg without moorers. In all weather conditions, Frank Kremser from H.S.H. Festmachergesellschaft and his colleagues help crews moor and cast off the thick ropes, allowing ships to dock and unhitch safely.

BY CLAUDIA BEHREND

From container ships, multifunctional vessels and bulkers to tankers, cruise ships and roll-on/roll-off ships, spanning anywhere from 80 to 400 metres in length – almost all ships at Germany’s largest port require moorers when docking and unhitching, who assist crews both from the pier as well as on the water.

Nowadays, in addition to their internal training, the personnel have to complete a three-day seminar with the port pilots. When Frank Kremser changed careers from a self-employed restaurateur to moorer 15 years ago, this kind of training was not yet available. He first performed dry runs with his friend who suggested the job. “We simulated ship manoeuvres using

Frank Kremser and a colleague while mooring a container ship.



gether with his colleagues in addition to handling his deskwork.

They work in regular shifts, since the vessels come and go around the clock, 365 days a year. The procedure is always the same: the mooring team receive information about when a ship is expected to arrive or depart from the Hamburg Vessel Coordination Centre (HVCC), which oversees large-vessel, feeder and inland vessel traffic at the Port of Hamburg. They then leave their base at HafenCity in their mooring vehicles or boats and head for the respective terminal or deployment location. "The number of people staffed on a shift depends on how many ships are expected," Kremser explains. Usually, one to four members of staff are called out for each ship, but it can even be up to eight in the case of a tanker.

"Where possible, we always have the winch with us," the moorer adds. After all, the weight of the lines ranges between ten and 300 kilograms. "And it's impossible to tether heavy plastic lines by hand." Each callout typically takes around one and a half hours. But some waiting time is also normal.

deck chairs at the allotment, until I understood how it worked," Kremser recalls. Despite being a Hamburg native, the maritime job was entirely new territory for the trained gas fitter and plumber.

At the beginning, it wasn't easy for him to start from the bottom as an assistant. However, he soon began to enjoy the work and quickly ascended the ranks to become foreman. "But I still join in with everything," he emphasises. Equipped with reflecting clothing, safety vest, helmet, gloves and safety footwear, he goes out to-

Frank Kremser during his shift.





To moor a container ship, H.S.H.'s mooring crews take over a line from the ship.

© H.S.H.

The job requires concentration and experience, since it also entails a number of risks: “Sometimes, for example, the fore spring line – i.e. the line that is tethered from the bow and led ashore at a backward angle – is so tense that you could balance on it,” Kremser explains. However, it is important that the line does not break, as it would otherwise spring back like a rubber band and potentially cause severe, even fatal injury.

Occasionally, other challenges also arise. Kremser remembers the Hamburg Cruise Days from a few years ago very well: the crew on the particular ship that was supposed to lead the parade had thrown the line into the water. The current moved it under the ship, where it got caught. “Divers had to come to free the line,” Kremser recounts.

Communicating with the crew on board can also be difficult at times. This is not just because of perhaps poor English skills and the noise of running engines, but also simply because the mooring team are usually 20 to 30 metres away from the crew. What’s more, although they can look over the railing, they can’t see everything from above. “If need be, we also communicate using our hands and feet,” Kremser explains.



Depending on the situation, it may be necessary to use a mooring boat to take over the lines.

© H.S.H.

Depending on the situation, it may be necessary to take over the lines with the help of a mooring boat.

H.S.H. has no lack of junior talent: "In 80 percent of cases, we take on new people as assistants, who

support us every now and then over the years – often in shift work – in addition to their main job, before they then join our ten-strong team of permanent employees." Career changers are very welcome. "What matters in our work are well-coordinated teams, where everyone can count on each other," stresses Kremser. ■



Frank Kremser tethers a line to a bitt.

© H.S.H.

Moorer

Job description: In seaports, moorers enable crews of seagoing vessels to dock and cast off safely. Depending on the size of the ship, mooring from the land involves several people – sometimes with the help of mooring cars. Alternatively, team members need to get involved from the mooring boat if seagoing vessels are tethered to pilings or if a series of pilings are situated some distance in front of the quay wall. According to the ship size, these mooring lines also need to be run out from the seagoing vessel several times.

Requirements: good secondary school qualifications at a minimum, a driving licence and good physical condition

Soft skills: Team skills and a resistance to weather

Klimaneutral bis 2040

Wegweiser in eine klimaneutrale Zukunft

Die Logistik von morgen muss nachhaltig funktionieren.

Die Hamburger Hafen und Logistik AG stellt sich dieser Herausforderung. Denn wir nehmen unsere Verantwortung für Gesellschaft, Umwelt und Mitarbeitende ernst. Als ein führender europäischer Logistikkonzern gestalten wir eine nachhaltige Zukunft der Logistik mit. Dafür organisieren wir Transport- und Datenströme wie auch komplette Arbeitsprozesse neu und setzen auf innovative, energiesparende Technologien.

Eines unserer Ziele:
Spätestens 2040 arbeiten wir klimaneutral.

Hier erfahren Sie mehr zum Thema Nachhaltigkeit



Cosmopolitan and clever – a career with containers

With twelve different training vocations on land and on the water, the container shipping company Hapag-Lloyd is the largest maritime training organisation in Germany. Antonia Kaemmerer completed her three-year training there to become a shipping agent – and found a job that fulfils her every day.

BY FRANCESCO DI BARI

Antonia Kaemmerer (24) started her shipping agent training in August 2020 and has been living in Hamburg ever since. She originally comes from Lüneburg Heath. An interest in transport and logistics runs in her family. Her mother was previously employed in shipping and her twin sister works in wholesale and foreign trade. For Antonia, however, there were far more important reasons for embarking on this career path.

“I was particularly attracted to the international aspect,” she says. “Plus, the training is very varied and can lead to a career in either operations or distribution. Over the past years, I have gained an insight into 16 different departments.”

The shipping agent training programme at Hapag-Lloyd begins with a two-week crash course – “port training”. This includes an introduction to the individual departments and a ship tour. Besides postings in certain departments, six weeks of class at vocational college every half-year are part of the programme. Around 70 percent of the content covered there relates to shipping. Geographic knowledge is also taught – as are marketing and management principles. Bookkeeping and account balancing are likewise important topics. Apart from that, the trainees can complete a six-week placement abroad, where they get to know another completely new working environment.

INCREDIBLE TEAM SPIRIT

“The company makes sure that the trainees feel welcome and are offered plenty of opportunities,” notes Antonia. “If you are proactive, you can discover a huge part of the professional maritime world. There is an incredible team spirit among the trainees and throughout the company, and many are taken on after their training.” She was particularly fascinated by operations on the container ships. For instance, by the complex breakbulk loading that she experienced during her visits on board – one of the reasons why she chose the job of Senior Coordinator Cargo Operations following her training.

Continuing on at Hapag-Lloyd after the training programme does not rule out further studies; indeed, the company encourages professional development. Following a year in her position, Antonia was able to apply for financial support to fund her bachelor studies in “Shipping Trade and Transport”. This bachelor degree will help her future career progression – especially abroad. She learned many skills during her training that are important for her current position. These include taking action with confidence, treating colleagues worldwide with openness and being flexible under pressure of time.

LANGUAGE TRAINING INCLUDED

Good English skills are mandatory in her profession. Her language skills were assessed at the start of her

training. This was followed by half a year of lessons with a native speaker to improve her level and break down any potential inhibitions when speaking English. She had lots of contact with employees in India and the USA, in South America, Africa and in eastern Europe. An openness towards other countries and cultures is very important to her – and she can now enjoy this to the full at Hapag-Lloyd.

“Those who seize the opportunities Hapag-Lloyd offers and remain open-minded and curious, can learn a lot and gather valuable experience,” she emphasises. “And it’s really important to have fun. People who start training at Hapag-Lloyd can look forward to many enjoyable trainee events and a great time together.” ■

Shipping agent

Requirements:

In order to work as a shipping agent at Hapag-Lloyd, it is necessary to undergo a three-year training programme. This can be completed at Hapag-Lloyd. A school leaving certificate, university entrance qualification or Abitur is required to be able to start the vocational training. Good English and geography skills are also necessary.

Soft skills:

An interest in international business, a talent for organising as well as a strong capacity to communicate and work with a team are also important attributes for this professional field.



Antonia Kaemmerer
organise and manage freight
transport by sea.

Find your PORT job

The new Job PORTAL on hafen-hamburg.de has been launched. Initially it is only available in German, but can be expanded in the future.

BY BIRTE HIRSCH

The shortage of skilled workers is also affecting the maritime sector. To make it easier for hiring companies in and around the Port of Hamburg to find suitable candidates, the Port of Hamburg Marketing has created a new job portal. Accessible on hafen-hamburg.de, the platform pools job ads and provides a clear and structured overview of the many different professions in the maritime sector.

Around 114.000 jobs in Germany directly depend on the Port of Hamburg – and around 607.000 are indirectly related to port activities. From warehouse logistics specialists and engineers to pilots and treasurers, the performance delivered by the Port of Hamburg is due to all kinds of skilled workers. As a result, the port is the most important employer in the metropolitan region and a major source of work for companies along inland supply chains. Port and maritime logistics offer a wide array of different professions and training opportunities.

Companies from a range of industries are currently facing the challenge of demographic changes and a growing shortage of junior talent and skilled workers. This is also true for logistics companies.

THE PERFECT MATCH IN JUST A FEW CLICKS

For this reason, the Port of Hamburg Marketing has set itself the goal of strengthening the position of the Port of Hamburg on the labour market together with its member companies. The newly launched job portal on hafen-hamburg.de/jobs now pools together job ads and information on a wide range of job offers at the Port of Hamburg, which users can sort according to employer and professional field.

Following its successful launch, the portal will now undergo a series of fur-

ther developments. A key element of this is the filter tool, simplifying searches for all currently advertised positions in maritime and inland logistics. The list of positions can be filtered according to entry type (internship/working student, apprenticeship, dual studies or permanent employment), vocational field and location.

Thanks to a table view featured on the start page of the job portal, candidates then also have the option to access the job vacancy directly as well as an introduction to the relevant company. Here, they can also find



Willkommen an Bord!

Starte deine Karriere rund um den Hamburger Hafen

Der Hamburger Hafen ist Deutschlands größter Seehafen und Europas wichtigster Binnenhafen. Er ist nicht nur eine wichtige Drehscheibe für den internationalen Handel, sondern auch einer der wichtigsten Arbeitgeber des Landes. In ganz Deutschland hängen fast 114.000 Arbeitsplätze vom Hamburger Hafen ab. Von der Schiffahrt über die Lagerlogistik bis hin zum Containerumschlag und den Rohverbindingen im Hinterland – die maritime Wirtschaft und Logistik bieten eine Vielzahl spannender Berufsmöglichkeiten.

Entwickle hier eine breite Auswahl an Stellungsangeboten, Ausbildungen und Studien-Studiengängen, die genau auf deine Interessen zugeschnitten sind. Teilweise als ein- oder zweijährige Teilzeitarbeitsstellen.



Hier geht es zu den Angeboten



Praktikum

Die meisten der Praktikumsstellen sind ein- oder zweijährig. Überprüfen Sie diese Angebote.



Ausbildung

Es umfasst eine Ausbildung, Duales Studium, Berufsaufstieg.



Duales Studium

Es umfasst eine Ausbildung, Duales Studium, Berufsaufstieg.



Direkt Einstieg

Die meisten der Stellen nach einem Abschluss.

The job portal is initially available in German only. On its start page, users can navigate to various areas of interest.



Nimm Kurs auf deinen Einstieg ins Berufsleben

Der Hamburger Hafen ist ständig in Bewegung. Täglich kommen hier Waren und Container an, die in alle Welt verschifft oder innerhalb Europas weiterverteilt werden. So versorgt der Hafen rund 450 Millionen Menschen in Europa. Eine wichtige Mission; und du kannst dabei sein! Egal, ob du dein Talent auf See entfalten oder an Land in einem dynamischen Umfeld arbeiten willst – die (maritime) Logistik hat genau die richtige Ausbildung für dich. Hier lernst du nicht nur das nötige Fachwissen, sondern sammelst auch praktische Erfahrungen, um in der Branche voll durchzustarten.

Dabei spielt es keine Rolle, ob du Abitur oder einen anderen Schulabschluss in der Tasche hast: Bei uns zählt der Mensch, nicht das Papier. Wir stehen dir zur Seite und fördern deine Stärken, damit du erfolgreich ins Berufsleben starten kannst. Also, bist du mit an Bord?



Aktuelle Jobangebote und Ausbildungsmöglichkeiten

Ich suche ▼ Mein Arbeitsfeld ▼ Mein Standort ▼

Beginn	Titel	Unternehmen	Standort	Benefits
01.02.2024	Gewerbliche Mitarbeitende (m/w/d)	Euss Port Services GmbH	Hamburg	📞 📧
12.02.2024	Fachkraft für Lagerlogistik (m/w/d)	FCH Packing Center Hamburg	Hamburg	📞 📧 🎓
12.02.2024	Gefahrgutbeauftragter (m/w/d)	FCH Packing Center Hamburg	Hamburg	📞 📧 🎓
12.02.2024	Mitarbeiter (m/w/d)	FCH Packing Center Hamburg	Hamburg	📞 📧 🎓

The job offers displayed can be narrowed down using filters.

further contact options, images and videos related to the company, as well as all associated job offers and training opportunities currently advertised.

JOB OF THE WEEK: TUGBOAT CAPTAIN

Those curious to find out more about individual professions at the port can take a look at the “Job of the Week” on the start page of the job portal. A description of a job profile, alternating each week, can be accessed by clicking on the current photo. “There are a wide range of professions available in

maritime logistics. The job portal is intended to give an overview of these opportunities, providing inspiration and orientation during the application process. For the companies in the maritime sector, it represents a way of simplifying the recruitment and application process for jobseekers and potential new skilled workers. The great number of companies and job opportunities in particular makes the Port of Hamburg an exciting, international and modern employer – both at the port itself as well as along the supply chain,” summarises Axel Mattern, Chair of the Port of Hamburg Marketing. ■

Because being a superhero isn't a real job

Susanne Marth is passionate about all things maritime and marine conservation. That is why she works for the Waterways Police.

BY NICOLE DE JONG

As early as during primary school, Susanne Marth had decided for a brief time that she wanted to work in the police after passing her bicycle test under the supervision of a police officer. "But I soon scrapped the idea," recalls the chief police commissioner from the specialised staff unit of the Waterways Police in Hamburg. As a young girl, she did not suspect that she would one day end up in the police after all – albeit following a career detour. After graduating high school, she was soon convinced that she wanted to become a ship mechanic. Her training was followed by a nautical study programme and she attained her major nautical and minor technical certificate of competency. "I then worked at sea as a nautical officer of the watch for five years," she explains.

Meanwhile, the 37-year-old has already been working for the Waterways Police for six and a half years. "For many, joining the police is a childhood dream, while others – like myself – only decide in their mid to late twenties." This is not a problem, so long as the requirements are met. But why did Marth give up seafaring? "It was an exciting time, but the periods of duty were long. I would spend four months at sea and then two months at home," she notes. At some point, she realised that she lost touch with the everyday lives of family and friends: "I had the feeling that I was only ever visiting on land."

After she had spent more than ten years at sea, she found it increasingly difficult to have to go back on board, and she searched for career alternatives. It had to be a profession she could do locally, but still

had a maritime connection. After all, her passion for seafaring, shipping and the maritime world had by no means disappeared. "I was also used to being physically active and outside a lot, dealing with lots of people from different places and backgrounds," she says, describing her previous work. The equivalent on land could be the Waterways Police, she finally thought, as that profession doesn't just involve deskwork, even if Marth currently has office duty.

"The work takes place at the port where my seafaring began," she adds. She still deals with maritime topics. What's more, the Waterways Police play a key role in marine conservation. That was ultimately what fully convinced her to switch sides so-to-speak – from the ship to the supervisory authority. For her, it is important that the rules for protecting the sea are actually observed.

In 2017, Marth started the three-year study programme at the police – in career section II, or higher civil service. "After that, I initially spent 16 months in training and in the field – as part of the programme – where I learned the skills for the job and was



**Chief Police Commissioner
Susanne Marth**

trained for the Waterways Police.” This was followed by eleven months on duty in the Waterways Police Commission (“WSPK 3”). There she was part of the maritime unit and was involved in all police callouts on both water and on the land. This included documenting traffic accidents at the port as well as checking incoming cargo and cruise ships or monitoring the transport of hazardous goods.

“I then got the offer to switch to the specialised staff unit in the general policy department,” she explains, where she is now responsible for the area of marine conservation and speaks whenever the Waterways Police need to issue a statement on certain topics. She provides information for answering written queries from policymakers, acts as a contact for her colleagues who perform environmental inspections, and helps to clarify fundamental questions on what can be a rather unclear legal situation, which she communicates across different authorities. The specialised staff unit works closely with the environmental agency, the Hamburg Port Authority, the Federal Maritime and Hydrographic Agency and, in

Superintendent in the Waterways Police Requirements:

Candidates should be between 16 and 34 years of age, at least 1.6 metres tall and neither overweight nor underweight. They may not have any tattoos that remain visible when wearing the uniform and must have attained a German bronze swimming certificate and a driving licence (category B). Those who do not yet have a driving licence must obtain it within the first year of their training/studies.

Soft skills:

Those who join the police service should be empathic, communicative, mentally and physically resilient and be able to work effectively in a team.

matters of safety, with BG Verkehr. “I also inform colleagues in the field about legal changes and new regulations.” Marth is also involved in the women’s network of the Waterways Police in order to support the 100 other female colleagues that meanwhile work for the authority. She is happy as she has switched from one dream job to the next. ■

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Port of Hamburg

IT jobs keep the port running smoothly

Eurogate covers the entire IT spectrum in-house with 90 employees

BY STEPHANIE LÜTZEN

“You can see the work of IT at the port for yourself,” says Patrick Jandt, Head of IT at the German Eurogate Group, pointing out of his office window that looks out over the Hamburg terminal. “I notice when processes become smoother and more efficient thanks to our IT developments. Conversely, if I hear trucks beeping outside my window, I know even before my first call that our IT department needs to

jump straight into action.” It is this exciting working environment combined with ever increasing requirements placed on IT that has fascinated Jandt at Eurogate for almost 23 years.

With his team comprising 90 employees, including almost 30 developers, he covers the entire spectrum of IT. There are a further 20 near-shore developers who

Eurogate optimises terminal processes with software developed in-house.



work in Europe or neighbouring countries. IT is therefore well represented as a professional field at Eurogate. Indeed, the terminal operator consciously decided to handle most software development within the company as well as the IT infrastructure and architecture. The latter is hugely important, as Eurogate – being a major hub for containers at the Port of Hamburg – is considered critical infrastructure and is therefore required by law to take special security measures.

There are compelling reasons to handle software development internally, too. “There is hardly any standard software on the market that is tailored to our needs as a terminal operator with all our services,” explains Jandt. “The number of relevant IT technology companies is falling, increasing the risk of becoming dependent and replaceable.” In addition, he points out that software is becoming increasingly expensive as a result of the trend of leasing software.

When Jandt looks back on his time at the port, he can conclude that the importance of IT professions has changed: “IT has developed from a cost driver that provides hardware and infrastructure into an area that generates added value for the company. With our solutions, we directly contribute to enabling new business or entire new fields of business.” According to Jandt, one of the key functions of the IT team is to get the most out of expensive equipment, like van carriers and gantry cranes that are operated around the clock, and to optimise processes. For instance, one of his project teams is currently working on using digitalisation to simplify proceedings at the gate for the truckers. With around 3,000 to 3,500 containers moving through the Hamburg Eurogate terminal alone every day, the gate is a real bottleneck. “Using a digital trucker card, integrated registration and automated check-in via an OCR system, we want to keep improving the flow of traffic,” Jandt explains. However, his IT team doesn’t just work at the terminals of the German seaports of Hamburg, Bremerhaven and Wilhelmshaven.

EXPERIENCING THE GO-LIVE OF INTERNATIONAL TERMINALS

The expertise of the IT team is also sought after abroad. Jandt is always involved whenever a Eurogate terminal outside Germany is developed or refurbished. Following Tangier in Morocco, he is overseeing the terminal currently under construction in

Damietta, Egypt, with a staff of 20 from the IT department. He was there for the first time five years ago when the terminal project was just beginning. Jandt summarises: “When it comes to IT, we act as general

contractor. We have to hand over this area in turn-key condition – from the cabling to the software.” Experiencing the go-live first-hand is a special highlight for all involved. “After preparing the groundwork for two to three years, we can finally see what we have implemented at the site.” Jandt adds: “The go-live lasts around three to four weeks. It’s hard work until everything works as it should. But once commissioning is successfully completed, you have grown together with the staff on the ground and they wave to you from their vehicles each morning.”

The fascinating opportunity of being based in Germany while working abroad is attractive to young employees in particular. Eurogate is extremely committed to training and dual studies and has recently increased its number of vacancies from six to ten. “We choose to hold our interviews on site at the port, showing potential employees the direct link to terminal operations,” Jandt says. Jandt still sees plenty of potential for improvement in the number of women employed in IT professions. The share of women at Eurogate has been stable for seven years at 15 percent, which is above the average in the conventional IT sector (5 percent).

The number of people employed in the IT department will continue to grow in the coming years, Jandt is sure. After all, the higher the degree of automation at the terminals, the more important IT and IT specialists become. There is more and more focus on cloudification and cyber security. In addition, Jandt believes new professional fields will emerge as a consequence of generative AI, neural networks and large language models. Data scientists and data analysts are in demand, he says. For Jandt, it’s important to stay on the ball: “We are investing in these technologies and in staff expertise. This is because networking towards closed, autonomous systems will continue to take centre stage.” ■

Patrik Jandt
Head of IT at the
German Eurogate
Group



© Eurogate

Diving straight into IT projects

Two software developers at Eurogate report their experience

BY STEPHANIE LÜTZEN

For new IT employees at Eurogate, the onboarding process starts not at the computer, but at the port. “We took a full tour of the container terminal in Hamburg – complete with a ship visit, van carrier ride, a climb up an 80-metre-high gantry crane and insights into other working and planning areas,” recalls Sören Striewski (25), who joined Eurogate as a software developer following his master’s in computer science. Sat beside him is his colleague Carlos Santos (37); a year ago, they dove into the world of logistics together for the first time.

Carlos had previously worked as a software engineer in the banking sector, but in that industry he saw no prospects of developing new software applications

and seeing the result for himself. So, he handed in his notice. His plan was to enjoy a three-month hiatus in his home country Brazil and then seek a change of career. Instead, he had bagged a contract with Eurogate as a full stack developer eight days later. This gave him a good feeling. IT specialists are sought after. Striewski had a similar experience: “Even before I had begun my master thesis, I had been contacted by a recruiter.” In both cases, they were approached on the social media platform LinkedIn.

At the moment, both are working on an invoicing project – in a hybrid model from home and the Eurogate site in Bahrenfeld. Santos gives context: “This work package is part of our company-wide project to



Sören Striewski, software developer at Eurogate



Carlos Santos, full stack developer at Eurogate

rewrite the software and transfer it from on-premises infrastructure (with servers on site) to the cloud. Web-capable and mobile solutions are also being developed.” This work involves on-site visits. He just recently had a look at the invoice department at the Port of Hamburg to find out what he needs to keep in mind during development. His next stop is the Eurogate terminal in Bremerhaven. The aim is to deliver the software internationally to all terminals.

Santos’ expectations on his new workplace have been fulfilled: “Straight away, I’ve been dealing with people, quickly having a noticeable impact and learning every day.” Carlos – who has a master’s degree in computer science and German studies – estimates the time it takes to pick up all the technical terms in logistics at two to three years. Striewski is also convinced he made the right decision. The combination of “speaking as equals”, “getting involved”, “overseeing interesting projects” and “the standard salary paid” is just right.

There are also attractive development prospects. His next plans are to apply for the internal talent pro-

Software developer

Requirements:

If you wish to embark on an IT career at Eurogate, you should definitely be fascinated by IT, the port and logistics.

Soft skills:

An interest in topics like digitalisation, automation, AI and sustainability is likewise an advantage. Here you can expect flat hierarchies and a dynamic working environment. You will also be working at the forefront of the economy and provide a valuable contribution.

If you have a passion for the port and high-technology, then Eurogate is the employer for you.

You can find current job ads and the exact requirements for the relevant vacancies on the Eurogate website.

gramme. The 24-month training programme includes training modules on management topics, a variety of project assignments, including the opportunity to get to know a terminal site abroad, as well as support from a mentor. ■

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Container handling for professionals

© TCO/Thomas Wolniewitsch

During his training as a port logistics specialist at TCO Transcargo, Lucas Böhme got to know all important processes in port operations. He particularly enjoys driving a forklift and the frequent challenges in packing containers.

BY CLAUDIA BEHREND

If cargo stowing makes you think of the quay edge, you'd be right. But the stowing process for the standardised steel crates begins much earlier. It involves specialists like Lucas Böhme, who completed his dual training programme to become a port logistics specialist at TCO Transcargo four years ago. Since then, the now 26-year-old is one of 120 employees in the export area of the Hamburg logistics company, which is specialised in the loading and unloading of steel crates in addition to services in cargo throughput, storage and distribution in container logistics.

"When the staff of the Federal Employment Agency visited our school half a year before I graduated, they described the profession in more detail. I found it interesting," Böhme recalls. He has always liked ships. "From Wedel, where I was born and raised, we would often be out on the river Elbe." He applied, was invited to an interview and began in August 2016.

"I started with the basics: the first week covered delivery and getting to know the processes here," Böhme explains. Unloading trucks is the easiest, he says. Once know-how regarding the wide range of goods has been established, further tasks are learned, such as measuring arriving goods, taking note of storage spaces for the goods and checking the markings. Often, control duties also need to be handled, such as comparing specifications or port spaces. These are all commercial tasks that arise at the logistics interfaces.

Driving a forklift is likewise one of the responsibilities of a port logistics specialist and is taught during training. "You kind of have to find your way into it, but it's the most fun for me," notes Böhme. Following a medical check, the trainees are first instructed by the company. After starting with smaller machines at 2.5 tonnes, they can then progress to larger machines with a load capacity of 32 tonnes.

Importantly: “You need to appreciate how much power they have,” stresses Böhme, who can now operate a forklift.

“I got my forklift licence after nine months,” the specialist explains. Despite the routine, challenges often arise: “It’s especially difficult when I have to drive into the container with the forklift.” With larger crates, you have to fiddle about to find how best to fit them through the door and how to manoeuvre. “I enjoy that because you have to think about it,” Böhme says.

He particularly likes the many different aspects involved in his job. “The work is very varied: sometimes I unload goods off a truck, other times I have to pack a container and think about how to best secure the crates and pallets inside.”

At the beginning, he would stack small containers, before moving on to medium and finally heavy containers. But he always needs to know how to stow the goods correctly – i.e. what can be stacked on top of each other, and what can’t. “Generally, easily stackable goods go on the bottom and light items go on top of heavy cargo,” Böhme explains. However, weight distribution is also important: “For instance, a heavy crate weighing several tonnes must go in the middle.”

Sometimes, stowing can be a tricky matter, for example when 40 different sized pallets need to fit inside one container, where some can be stacked and others can’t. “This takes experience and the ability to think spatially. It’s also like playing Tetris,” Böhme adds. If necessary, he can also ask a colleague with more experience, but ultimately only the trial-and-error method works, he says. Especially at the beginning, a container may need to be unloaded again if a pallet can no longer fit inside. This is no problem for Böhme: “In that case, I pack the container again until everything is in place and securely stowed.” ■

Specialist for port logistics

Job description: Specialists for port logistics ensure smooth processes in cargo throughput at inland and coastal ports. They find out about incoming and outgoing shipments and organise the necessary throughput and transport equipment. They put together load units for further transport by ship, truck and rail. In order to optimise the use of available freight capacity, they determine the dimensions and weight of the goods and use this data to create stowing and loading plans. At the throughput point, they monitor the loading of shipments and unloading of ships, trucks and railway wagons. Their responsibilities also include checking the shipping documents and inspecting incoming and outgoing shipments for completeness, quality and any damages. During throughput and storage, port logistics specialists ensure that the goods are handled correctly. In the office, they process shipping, dispatch and throughput documents, enter delivery data into the computer system and inform recipients, senders and transport companies about the arrival of goods.

Requirements: High school qualification or higher. Important school subjects: mathematics, English and other foreign languages, German and physics.

Soft skills: Interest in planning, organisation, calculation and communication as well as working outdoors in all weather conditions



Daily work involves stowing goods in containers.

Write to me at: facebook.com/hafenhamburg

PETER PICKHUBEN'S PINBOARD



By the way

... you can also find my favourite port on social media. Take a look:

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Even more jobs

The maritime sector offers a wide range of professions, many of which can be found at the port. The working areas at the Port of Hamburg encompass technical services, the port railway as well as land and water-side infrastructure. However, although many attractive professions are available, many companies are looking for young talent. Besides jobs for experienced professionals, the various port and logistics companies also have vacant positions for career starters and offer the opportunity to complete training or a dual study programme.

In addition to the newly launched JobPORTal on hafen-hamburg.de, "Logistik Lernen Hamburg" is a site portal with a wealth of information about training and further development in logistics as well as study opportunities in the metropolitan region of Hamburg. The portal is aimed at school students and young people interested in jobs in the logistics sector, as well as people looking for further career opportunities. Training logistics companies as well as teachers and vocational educators use the portal to provide information on career opportunities in logistics and on school partnerships with companies.

Further information on the portal can be found at www.logistik-lernen-hamburg.de.



New Interreg project: GRIT - Skills for a Green Industrial Transition

The green industrial transition is exacerbating critical gaps in qualifications in the North Sea region. The ports of Antwerp-Bruges and Hamburg are evolving into leading European hydrogen hubs. Groningen is turning away from natural gas extraction and is committed to building a green hydrogen economy. The regions face the shared challenge that enormous investments in green energy technologies are only being met with an inadequate human capital agenda. The shortage of qualified technicians is a key obstacle to the economic development of the regions.

The Interreg North Sea project GRIT started in January 2024. Over the coming year and a half, PoHM will work together with the Hamburg-based ma-co maritimen kompetenzzentrum and three other partners from Belgium and the Netherlands on concepts promoting access to qualified skilled workers for the transition to an environmentally friendly industry with hydrogen and related technologies. The transnational collaboration strengthens the joint development of strategies and the execution of pilot projects to attract and qualify future technical workers.

Further information can be found on the project website www.interregnorthsea.eu/GRIT.



One of the first project meetings in Groningen in January 2024.

© GRIT

New members at HHM

Axxum GmbH with the group members:

AXXUM Packaging Schleswig-Holstein GmbH

AXXUM Packaging Hamburg GmbH (Hamburg)

AXXUM Packaging Hamburg GmbH (Glinde)

As a member of the AXXUM Group, PoHM welcomes AXXUM Packaging Hamburg with its sites at Muggenburger Straße and Glinde. The core business of the company lies in packaging and container stuffing and its water link directly at Muggenburg canal enables flexible transport of heavy cargo and special equipment by barge. AXXUM Packaging Schleswig-Holstein is also new on-board; the company specialises in the design and manufacture of tailored special wooden packaging for machinery and plant systems as well as the appropriate preservation and packaging of heavy cargo for sea, air or land transport.

The logo for AXXUM, featuring the word "axxum" in a lowercase, bold, green sans-serif font.

BOXX Intermodal Logistics GmbH & Co. KG

BOXX Intermodal Logistics is a specialist for intermodal and sustainable transport concepts. The company executes medium and long-haul connections for all kinds of containerised goods and links the railway with land transport and sea freight.

The logo for BOXX Intermodal Logistics, featuring the word "BOXX" in a large, bold, black sans-serif font with a white outline, and "INTERMODAL LOGISTICS" in a smaller, black sans-serif font below it.

Paul Grimm Maritime Solutions GmbH

Paul Grimm Maritime Solutions (PGMS) is a medium-sized lashing company at the Port of Hamburg. It has been specialised in securing loads on container ships since 1965. As part of the PG Group, PGMS offers a wide range of shipping services in close cooperation with affiliated companies and partners. These include load securing on multi-purpose ships, in containers and on flats, container marine technology, ship equipment, global trade in wood and lashing material as well as port-related services.

The logo for PGMS Lashing & Securing, featuring a green graphic of a container door on the left and the text "PGMS" in a large, blue sans-serif font with "LASHING & SECURING" in a smaller, green sans-serif font below it.

Ancotrans GmbH

Ancotrans is a market leader in container road transport and one of the oldest Danish family enterprises. The vision of the company is to develop a European Ancotrans network based on the values and targets of being completely carbon-neutral. The goal is to offer customers added value through reliable container transport solutions and expertise.

The logo for Ancotrans, featuring a circular emblem on the left containing the letters "AN" and "1882", and the word "ANCOTRANS" in a large, bold, black sans-serif font to the right.

Rail Innovators Group B.V.

By critically examining the present, the Rail Innovators Group shapes the future. It is committed to ensuring the railway is used optimally in a number of different ways. As a highly effective and reliable railway operator, the Rail Innovators Group has made it its mission to transport heavy loads securely through Europe.

The logo for Rail Innovators Group, featuring a stylized graphic of four overlapping squares in blue and green on the left, and the text "RAIL INNOVATORS GROUP" in a bold, black sans-serif font to the right.

Roman Fürtig becomes the new PoHM representative for eastern Germany

Following many years of service as Port of Hamburg Marketing (PoHM) representative, Stefan Kunze enters retirement.

At the turn of the year, Roman Fürtig assumed management of the PoHM representative office for eastern Germany at the Port of Hamburg. The qualified historian and political scientist takes over the role from Stefan Kunze, who will enter well-deserved retirement at the end of April.

Roman Fürtig – a Mecklenburg native – will oversee the eastern Germany market based in Berlin. He serves as contact partner for members and companies in this region. In Berlin, Fürtig also has the opportunity to comprehensively inform representatives of federal politics about the Port of Hamburg. “We are looking forward to working with Roman Fürtig and are sure that, with his professional competence and commitment, he will provide a valuable contribution to promoting the Port of Hamburg in the eastern Germany region. Antje Göhler will continue to support him in this from our office in Dresden,” says Axel Mattern, Chair of Port of Hamburg Marketing.

Over the last 20 years, 49-year-old Fürtig has worked as scientific adviser and office manager for Hamburg representatives in the German Bundestag. Here, he dealt with the Port of Hamburg and its inland transports – among other areas – for many years. He was also involved in the strategic Elbe concept. He has further close ties to the Hanseatic city as voluntary chairman of the association “Die Pfeffersäcke” (which roughly translates as “The Moneybags”) – for Hamburg natives working in Berlin. ■



Roman Fürtig – PoHM representative for eastern Germany

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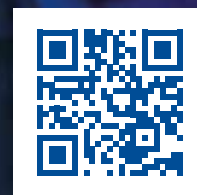
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