



Strategic Recruitment Partnership with Executive Integrity and GASLOG



GASLOG

GASLOG, a prominent player in the liquefied natural gas (LNG) sector, embarked on a pioneering journey to establish a new energy gateway in Greece and Southeastern Europe, contributing significantly to regional energy security. To accomplish this transformative vision, GASLOG engaged in a crucial large-scale FSRU conversion project and required multiple roles in ship operations excellence to support their expanding fleet. Teaming up exclusively with Executive Integrity, GASLOG forged a strategic recruitment partnership aimed at identifying innovative leaders to drive their growth.

GASLOG's Hiring Challenges

Embarking on a visionary project to establish a new energy gateway in Greece and Southeastern Europe, GASLOG faced multiple recruitment challenges.

Their efforts to execute a large-scale FSRU conversion project and elevate their fleet operations demanded leaders with a unique blend of expertise, spanning FSRU conversions, operational excellence, and technical proficiency. However, the scarcity of professionals possessing this skill set, coupled with the competitive landscape of the LNG industry, posed difficult obstacles to finding the right talent.

Recognising the intricacies of their requirements and the need for a strategic recruitment approach, GASLOG turned to Executive Integrity. This recruitment partnership aimed to harness Executive Integrity's deep LNG industry insights, expansive talent network, and proven track record in delivering tailored solutions to identify transformative leaders capable of driving GASLOG's ambitious growth aspirations.

Working with Executive Integrity was a win on all points. They took the time to understand the hard and soft requirements and kept in touch with us in the right way.

Their online platform enabled the process and was user friendly. The pre-recorded responses to our key interview questions provided excellent assessment insight and allowed us to do so at our own time.

Executive Integrity are real search partners that understood what was important to us and delivered.

Joanne Massios

Head of HR & ESG - GASLOG

The Hiring Manager



Joanne Massios
Head of HR & ESG
GASLOG

Joanne held the position of Head of HR & ESG at GasLog Ltd. for over 10 years. She was a key member of the Senior Leadership Team, reporting directly to the CEO. During her tenure, GasLog Ltd. expanded significantly, growing from 2 to 39 liquefied natural gas carriers and establishing a strong global presence. Joanne led a team of five professionals and played a vital role in building the company's success.

Year founded

2001

Industry

LNG Shipping

Entity

GASLOG

Headcount

+760

Challenge Summary

GASLOG struggled to find leaders with specific expertise for their energy project in Greece due to a scarcity of qualified professionals in the competitive LNG industry. They partnered with Executive Integrity for a strategic recruitment solution.

Solution Summary

Executive Integrity overcame GASLOG's recruitment challenges by deploying a comprehensive strategy to identify professionals with the specialized skills needed for the FSRU conversion project in Southeastern Europe. The selected candidates - Stephen, Konstantinos, and Ogun - bring extensive LNG, shipping, and FSRU experience, forming a strategic team aligned with GASLOG's vision and values.

This success underscores Executive Integrity's commitment to delivering tailored solutions in the global shipping sector.

Industry experts with integrity - true recruitment partnership

Executive Integrity utilised our expert LNG recruitment team to orchestrate a remarkable recruitment success story for GASLOG.

Leveraging our profound operational and technical understanding honed over years of experience in the maritime industry, we used a comprehensive recruitment strategy to source the ideal candidates for GASLOG's distinctive needs. With our in-depth knowledge of the global LNG Shipping landscape, we navigated the complexities of GASLOG's project.

Through strategic networking and meticulous mapping of the LNG talent market South-Eastern Europe, we identified professionals who possessed the specialised skill set required for FSRU conversions and operational excellence. This strategic approach allowed us to create a shortlist of candidates who not only met GASLOG's exact requirements but also aligned seamlessly with their vision and values.

This personalised and industry-specific approach exemplified our commitment to excellence in delivering hard-to-fill searches and further solidified Executive Integrity's reputation as a true recruitment partner in the global Shipping sector.

Candidate Spotlight

Through a meticulous headhunting process, Executive Integrity assembled a trio of exceptional candidates ideally suited for GASLOG's transformative project. Stephen, a renowned professional with extensive LNG and FSRU experience, has a proven track record in managing complex operations.

Konstantinos, a seasoned shipping expert, offers a wealth of executive leadership skills, ensuring efficient fleet operations.

Ogun, with his impressive background in FSRU conversions and project leadership, brings invaluable technical and design expertise to GASLOG's pioneering conversion endeavor.

Together, these candidates sourced by Executive Integrity form a strategic and impactful team poised to drive GASLOG's success.



Stephen is a highly regarded professional from Houston with extensive experience and technical and operational knowledge within the LNG and FSRU space.

Previously a senior director of asset management and fleet operations and coming from a company that hold the largest portfolio of fstrus worldwide, Stephen has vast experience in new builds, conversions, process engineering, fleet maintenance and operational and technical matters across a fleet of 11 FSRU's.

Stephen was appointed by GASLOG to manage and oversee their first FSRU conversion and to exert his wealth of expertise to the company.

Stephen Migliara
Project Director (Conversions)

Konstantinos is a highly experienced shipping expert with a proven track record in executive-level positions providing leadership and strategic thinking.

Konstantinos has 20+ years of experience up to operations director and has had over 80 vessels across 4 fleets with approximately 60 people under his leadership. Konstantinos has a proven track record of success in managing shipping operations.

Konstantinos was brought into GASLOG to oversee the fleet operations ensuring effective optimization and structures are in place whilst delivering on critical projects.

Konstantinos Marketos
Fleet Support Manager

Ogun is a qualified Naval Architect and experienced Site Manager and Project Manager who has over 20 years of working within the Marine and Oil & Gas sectors.

Ogun has extensive experience with FSRU conversions, new buildings, major conversions, deckings and repairs and commissioning of vessels.

Ogun has been involved in multiple LNGC to FSRU conversions and led projects for a JV between 2 major LNG players. Ogun has successfully completed 3 FSRU conversions.

Ogun has joined GASLOG to provide additional technical and design expertise to help oversee GASLOG's first conversion.

Ogun Kasali
Deputy Project Manager