

Strategic Recruitment Partnership with Executive Integrity and MOL



MOL, (Mitsui O.S.K Lines) is a renowned and innovative company in the global shipping industry, with a focus on sustainable operations. MOL needed a strategic recruitment partnership to address their unique hiring challenge; to match their ambitious growth goals and provide new value for stakeholders. With a planned expansion of their LNG fleet into Singapore, MOL partnered with Executive Integrity to find a qualified candidate for the crucial role of commercial manager.

MOL's Hiring Challenges

MOL faced distinct hiring challenges that threatened their ambitious expansion, with a portion of their LNG fleet hopefully moving from London to Singapore. Tapping into and managing commercial operations in the Singapore market was understandably a huge investment by the company and they needed a talented professional with vast amounts of LNG experience to not only oversee this transition but maintain it.

Despite their best efforts, MOL struggled to find an ideal candidate with the precise profile and qualifying experience they needed. They also faced the difficulty of potentially relocating a single candidate to Singapore to fill this vital role.

MOL attempted to source candidates through external agencies, however, they still yielded insufficient profiles that didn't meet their requirements or expectations for the project.

The hiring manager, Sumit Sharma, recognised the value of a well-connected partner in the recruitment process. Therefore, MOL turned to Executive Integrity as the chosen partner due to demonstrated industry expertise and the ability to identify hard-to-acquire candidates with specific skills and experience.

A strategic approach to global recruitment

After a discovery call with MOL about the role, Executive Integrity's Head of Shipping and recruitment expert, Rory Edwards, assessed the specific requirements and demands of the role. During these conversations, Rory sought a comprehensive knowledge of MOL's mission, vision and values to source a long-term hire to fit within MOL's company culture. Additionally, Rory analysed the expectancies required by the successful candidate in the role.

Paired with Rory's Shipping industry expertise and experience, he formulated a clear picture of the perfect candidate. It was clear MOL required a professional with extensive commercial management experience with LNG fleets. This candidate profiling would serve as the foundation of his targeted search in the next phase.

The Consultant



Rory Edwards
Head of Executive Search and Shipping
Executive Integrity

Rory, managing Shipping & Executive Search at Executive Integrity, collaborates globally with top Ship Owners and Ship Management firms. With a direct maritime background since 2016, he's a qualified Officer of the Watch from CMA CGM, blending operational and technical insight. With a 4-year track record in international recruitment for Shipping, Rory excels in relationship-building and fulfilling challenging searches.



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The Hiring Manager



Sumit Sharma
Head of Asset Management/General Manager
MOL

Sumit leads & delivers LNG shipping JV projects right from the Tendering Stage, through to getting the asset in the water & operational. His expertise is paramount in managing assets worth over 2 billion USD, and representing MOL in the SGMF technical committee since 2019.

Year founded

1884

Industry

Shipping and Logistics

Entity

MOL

Headcount

+8000

Industry experts with integrity - true recruitment partnership

At first, Executive Integrity's Rory Edwards looked specifically for talent in Singapore but didn't find the right fit for MOL's unique project requirements. Focused on finding only the most suitable and long-term candidates, he redirected efforts within his considerable network. Leveraging his vast industry network, Rory market-mapped key players in LNG shipping, reaching out for referrals on talent in the sector.

Executive Integrity successfully identified an outstanding candidate, with Rory selling them on MOL's mission, vision and values. This candidate possessed the exact LNG experience that MOL struggled to find, as well as the unique motivation and personality to fit within the company culture. Understanding the importance of a positive candidate experience, Rory guided them from initial screening right on to final interviews, keeping them informed every step of the way. This included regular follow-ups, interview preparation and bespoke offer consultation and management.

Rory, who had nurtured a professional and trusting relationship with MOL, secured them their ideal candidate in Norway. He found a talent who not only possessed the required credentials and experience but someone willing and eager to relocate to Singapore. In this unique instance, Rory's expertise allowed MOL to skip the traditional step of reviewing shortlists, saving valuable time and reducing commercial downtime. This efficiency and tailored approach reduced anxieties surrounding their expansion project and the time they had already exhausted using other external agencies.

Candidate Spotlight

The collaboration between MOL and Executive Integrity yielded exceptional results. The successful candidate, Nina Molina Kjiholt, now manages the commercial department at MOL and is currently spearheading the development of the newly established division in Singapore. She brought a wealth of experience that MOL was searching for, having worked for a major LNG FSRU Operator.

Nina's presence in the business has significantly impacted MOL's growth trajectory. Her expertise in LNG chartering and her management skills are playing a crucial role in driving MOL's new projects and collaborations, including a recent partnership with a major energy company. Nina is leading the team responsible for overseeing the commercial terms and chartering of six vessels in Singapore, fulfilling the project aims whilst showcasing her leadership abilities and industry insight.



Nina Molina Kjiholt Commercial Manager | MOL

Nina is a dedicated maritime industry professional, who brings a decades worth of experience at Høegh LNG, where she recently excelled as an Asset Manager, overseeing critical assets. Before this, she served as an Assisting Commercial Manager for 2 years, contributing significantly to commercial operations.

Nina entered the LNG sector as a Vetting & Compatibility Coordinator and Operator, gaining countless foundational knowledge and experience. Nina's expertise extends to prestigious academic achievements, with a Master's in International Business and a Bachelor's in Shipping and Logistics. Nina is sure to be a valuable asset to MOL and their long-term ambitions.