

# Strategic Recruitment Partnership with Executive Integrity and ShipServ



ShipServ, a pioneering force in the maritime procurement landscape, recognised the significance of not only amplifying their industry impact through strategic hires but also proactively preparing for their acquisition by maritime software provider Marcura.

In this ambitious endeavour, ShipServ made the pivotal decision to choose Executive Integrity as their trusted recruitment partner.

This choice not only aligned with ShipServ's transformative goals but also set the stage for a strategic evolution that would lead to their acquisition.

Our proactive approach to hiring key leaders to accelerate ShipServ's product and data divisions supported them on this journey.

## ShipServ's Hiring Challenges

ShipServ faced a multifaceted hiring challenge spanning across multiple senior roles, including a Senior Project Manager, Head of Industry Insights and Operations, Head of Global Relationship Management, and Head of Relationship Management (APAC) spanning across the world.

These positions were intricately linked to the Maritime and Procurement landscape - demanding a unique blend of specialised skills, industry acumen, and international exposure. Amidst this complexity, ShipServ recognised the importance of partnering with an expert global recruitment ally.

ShipServ's collaboration with Executive Integrity emerged as the strategic solution. Entrusting Executive Integrity to identify and secure candidates capable of steering ShipServ's transformative journey to acquisition and improved processes.

Sourcing passive candidates was crucial for ShipServ's - top industry professionals who aren't actively seeking new opportunities but possess the expertise to hit the ground running and immediately add significant value. Identifying and attracting such candidates presented a formidable challenge, one that required a nuanced and targeted approach.

Without the support of Executive Integrity, navigating the intricate landscape of passive talent acquisition in the Maritime and Procurement sectors would have proven exceptionally challenging.

ShipServ recognised that Executive Integrity's expertise and extensive network were indispensable in securing the high-caliber individuals capable of steering the company's transformative journey effectively.

## The Hiring Manager



**Henrik Hyldahn**  
CEO  
ShipServ

Henrik Hyldahn is the CEO of ShipServ, the world's leading e-procurement platform for ship owners/managers, shipyards, and more than 73,000 marine industry suppliers. With more than 20 years of experience leading from the front to drive financial and personal growth from Tech.

### Year founded

1999

### Industry

Maritime e-Commerce

### Entity

ShipServ

### Headcount

+200

## Challenge Summary

ShipServ faced a multifaceted hiring challenge spanning across multiple senior roles. These were intricately linked to the Maritime and Procurement landscape - demanding a unique blend of specialised skills, industry acumen, and international exposure. Without Executive Integrity navigating passive talent acquisition in the sector would have proved exceedingly challenging.

## Solution Summary

Executive Integrity overcame ShipServ's recruitment challenges with a targeted headhunting strategy, involving a meticulous market mapping journey. The chosen candidates brought a blend of technical prowess and customer centricity, rarely found in data-driven roles.

The four selected candidates' maritime domain knowledge and shared values meant smooth integration into ShipServ's working environment, enabling streamlined operations.

## Industry experts with integrity - true recruitment partnership

Recognising these diverse hiring intricacies, Executive Integrity embarked on a meticulous market mapping journey and executed a targeted headhunting strategy. Rigorous interviews led to a curated shortlists of candidates who aligned seamlessly with ShipServ's requirements.

The chosen candidates embodied a rare blend of technical prowess and customer-centricity, a quality rarely found in data-driven roles. Their maritime domain proficiency expedited their integration into ShipServ's environment, enabling streamlined operations and independent problem-solving.

Executive Integrity's support encompassed the entire journey - from initial interviews to offer consultations. Weekly follow-ups ensured unwavering communication, and interview preparations and debriefs facilitated a seamless candidate experience.

## Candidate Spotlight

Executive Integrity's ShipServ additions include Saurish Nandi, a 15-year executive in global procurement and analytics, heading Industry Insights and Operations. Noel Ethirveerasingam, a Senior Project Manager with 15+ years' expertise, aligns seamlessly with ShipServ's transformative needs. Jay Koh, a Marine and Offshore industry expert, steps into the Head of Relationship Management (APAC) role. Tristan Chapman, brings sustainable energy insights as Head of Global Relationship Management. Together, they fortify ShipServ's team, embodying the company's vision and values for a prosperous future.



Saurish Nandi, a seasoned management executive with 15 years of experience in global procurement, big data analytics, and brand management.

With a Master's in Business Administration and AI certifications, his qualifications align with the Head of Industry Insights and Operations role at ShipServ. Saurish's expertise in data analytics, strategy, and innovation, as well as his entrepreneurial ventures, guest lecturing, and consultancy background, make him the ideal leader for ShipServ's initiatives.

**Saurish Nandi**  
Head of Industry Insights and Operations



Noel Ethirveerasingam, a seasoned Senior Project Manager, leverages 15+ years of global procurement and project management expertise, aligning seamlessly with the ShipServ role.

Former Head of Source2Pay at Arriva Group, he improved procurement policy adoption and reduced insufficient ratings.

His transformative experience and leadership make him an ideal fit for leading Procure2Pay activities.

**Noel Ethirveerasingam**  
Senior Project Manager - Procure2Pay



Jay Koh, a seasoned professional in SaaS, PaaS, and professional services sales within the Marine and Offshore industry, is the ideal candidate for the Head of Relationship Management (APAC) role at ShipServ.

As the former VP of Sales at SOL-X and Regional Sales Director at ABS Nautical Systems, Jay successfully expanded client bases, ensured client satisfaction, and managed all commercial activities in the Asia Pacific region. Jay brings valuable expertise to ShipServ.

**Jay Koh**  
Head of Relationship Management - APAC



Tristan Chapman brings 16 years of experience from his previous role as Senior Vice President at Lloyd's Register. In his prior position, he spearheaded global operations and business innovation for the clean energy sector.

His executive role involved strategic leadership, corporate development, and effective business planning.

Now, at ShipServ, Tristan is set to enhance commercial success through impactful industry relationships and innovative solutions.

**Tristan Chapman**  
Head of Global Relationship Management