

Graduate Program



BRS

Shipbrokers

Since 1856

New routes,
same **direction**



“Shipping is the backbone of international trade. With clients from every corner of the world, we need excellence, motivation, and optimism to provide the finest services 24/7.

The challenges you will face as shipbroker are solved through hard work, dedication and sharpness.

You will have to be precise but flexible, to be autonomous but also collaborative.

With integrity and perseverance, you will overcome unexpected circumstances, never forgetting to follow the shipping code - my word is my bond.”

Chairman & CEO Gilbert Walter

1856

About BRS Shipbrokers

BRS Shipbrokers was founded in France in 1856 and has grown into one of the world's leading full-service shipbroking firms.

With over **450 professionals** in **22 strategic locations**, we operate across all major shipping segments and serve clients globally.



Assets



Dry Bulk



Tanker



Specialized Tanker



Gas



LNG



Liner



FFA



Offshore & Renewables



Carbon



Ship Finance



Research

For more than 160 years, we've built our reputation on expertise, fast forward way of thinking, and a deep understanding of the industry's evolving needs. We offer responsible and agile solutions, and we actively support the long-term goals of our clients.

Our mission is clear: to shape the future of shipbroking by focusing on what matters most — people, the world, and technology.

Ready to launch your career in shipping?

If you're curious, driven, and passionate about shipping and commodities, the BRS Graduate Program is your chance to dive into a dynamic and global industry.

Our program blends theoretical knowledge with hands-on experience, giving you a comprehensive introduction to shipbroking and commodity transportation. You'll learn how the industry works from the inside out — and how to thrive in it.

Throughout the program, you'll:

- Gain exposure to the full spectrum of shipbroking operations
- Work closely with professionals across different cultures and disciplines
- Build a strong international network in a short time
- Explore projects that align with your personal interests and career goals

At BRS, we believe people are our most valuable asset. Your growth and individual journey matter to us. We're committed to helping you become a well-rounded, confident professional — and to shaping a meaningful career together.

Mission & Values

Our Mission

We support our clients' success by delivering tailored solutions through agility, adaptability, and a deep understanding of their unique needs. With decades of industry expertise, we provide trusted guidance and long-term value in the fast-moving world of global shipping.



Loyalty



At BRS, loyalty is built on trust, integrity, and mutual respect — within our teams and with our clients. We foster long-term commitment and professional growth, while delivering consistent, tailor-made service that earns lasting client relationships.

Opportunities



We actively seek out growth areas and foster a culture that welcomes creativity and new ideas at every level. By embracing continuous improvement and innovation, we stay adaptable and forward-looking — with progress driven by contributions from across our global team.

Collaboration



At BRS, collaboration is central to everything we do — and key to our clients' success. By bringing together diverse perspectives and complementary skills, our teams turn every challenge into a tailored, effective solution.

Community



Community is a cornerstone of BRS. We actively engage in industry events, conferences, and initiatives that build strong relationships across the maritime sector. Beyond shipping, we proudly support charitable causes, extending our positive impact to broader communities around the world.

Your global Graduate Journey

**Four locations,
one Transformational Experience.**

The BRS Graduate Program is a truly international pathway into shipbroking, designed to immerse you in the industry's complexity while supporting your personal and professional growth. Across four key shipping hubs, you'll build lasting skills, networks, and confidence — step by step.

Location 2

Skills & Strategy

#Knowledge

In your second rotation, the focus shifts to communication mastery and a deeper understanding of the shipping ecosystem — its key players, language, and logic. You'll be more involved in daily operations, while receiving targeted training based on your evolving strengths and interests. Another mid-term session report tracks your growth and future focus areas.

Location 4

Mastery & Impact

#Performance

Your final stop is all about applying what you've learned. You'll independently deliver market analysis, demonstrate proficiency in daily shipbroking tasks, and deepen your understanding of the maritime economy. The program concludes with your final session report, capturing your full transformation into a confident, capable professional ready to join the BRS network.

Location 1

Foundations & Integration

#Integration

Your journey begins with a full onboarding experience and a personalized development plan tailored to your background and goals. You'll be introduced to the BRS culture, meet your mentors, and gain valuable insights by shadowing senior shipbrokers in action. This stage closes with your first mid-term session report, setting the tone for the rest of the program.

Location 3

Exposure & Independence

#Events

Now part of the international stage, you'll expand your global network and begin handling tasks with increasing autonomy. You'll attend key industry events and continue gaining operational experience while preparing your third mid-term session report — a marker of your rising confidence and skillset.



🕒 Duration

12-month full-time program designed to build your expertise across the key pillars of global shipbroking.

🔄 Rotational Experience

You'll rotate every 1-3 months across three larger departments:

Assets
Dry Bulk
Tankers

Including 1 or 2 specialized desks within the below:

Liner / Roro / Ferries
LPG
LNG
Research
Operations

*Additional departments may be explored based on company needs and your personal interests.

🌐 Geographic Mobility

You will work across BRS locations — including **Geneva, Paris, Athens, Dubai, London** and other international hubs — giving you exposure to different teams, markets, and business cultures.

👛 Our promise to you

Throughout your journey, we'll provide you with:

- ▶ A deep understanding of the global shipping industry
- ▶ Access to a strong international network
- ▶ Regular social sessions with your Graduate cohort
- ▶ Training on advanced digital tools, databases, and communication platforms
- ▶ A potential long-term role at BRS upon program completion

★ What makes an extraordinary Shipbroker?

We value people who bring both skill and spirit to the role:

Motivation & Proactivity

Curiosity & Creativity

Hard work & Attention to detail

Global awareness

Emotional intelligence

Entrepreneurial mindset

Excellent communication skills

Q&A

with **Harry Oiknine**

Assets shipbroker and manager of the
BRS Shipbrokers Graduate Program

Why did you create the BRS Shipbrokers Graduate Program?

The profession of shipbroking is exciting and requires many skills that are not necessarily taught in schools and universities. We created this program 9 years ago to allow young people to acquire the codes that will, in return, allow them to become shipbrokers within the company.

The BRS Shipbrokers' Graduate Program is a great way to attract new talents by giving an opportunity to learn and develop their skills through their presence and shadowing next to our physical position on Shipbrokers desks.

By deciding to invest in the development of new hires and having them rotating in various locations and departments, BRS can identify, value, support and develop those with the potential to efficiently join the shipbroking teams and take on more senior roles in the future within the organization.

What is the background of the candidates you choose?

The common points between all the selected candidates are: a passion for shipping, an international profile and very high motivation.

Our program is designed to attract a diverse range of candidates, both women and men, and to promote inclusivity within the company. By providing opportunities to individuals from different backgrounds, the company benefits from a wider range of perspectives and ideas.

What career prospects at BRS can a young person who participates in the program expect?

At the end of the 12 months program and provided our original expectations are confirmed, we offer a permanent position to the new hire within one of the BRS offices and departments. It is obvious that, prior such offer, a preliminary exchange takes place with the candidate to consider their own preference.

A few years later, and by decision of the Board, most of our successful Shipbrokers are invited to join the Company's partnership after having proved their qualifications and personal involvement.



Graduate trainees testimonials

Nathan Clark

Shipbroker – Tanker Department, BRS Dubai

What made the BRS Graduate Program stand out for you compared to other career options?

The program's "blue sky" approach allows the freedom to explore your interests and pursue a path that aligns with both your own and the company's goals. It offers the opportunity for international exposure, networking across the company at all levels, and hands-on desk experience in a wide array of segments within BRS.

Felipe Loachamin

**Shipbroker & Partner, CPP - DPP
– Tanker Department, BRS Houston**

How did the program help you understand the shipping industry?

The program consists of various modules and provides insight into all aspects of shipping. From the very beginning, I attended management meetings with the CEO and several commercial managers, which gave me a broader perspective before I became involved in day-to-day operations. This experience was key in helping me understand where I wanted to position myself within the industry.

Pierre Zervos

**Shipbroker, Panamax Desk
– Dry Bulk Department, BRS Dubai**

How did the international rotation help your personal or professional growth?

The geographical rotation is one of the most valuable aspects of the program. Spending time in three different offices over the course of the year helped me build strong internal relationships across the BRS network. You quickly realize how important relationships with colleagues are to your future business. Starting out with these internal connections provides a solid foundation from which to build client relationships with confidence.

Henri Charrin

Shipbroker, FFA – Tanker Department, BRS Geneva

What's one skill or mindset you gained that you still use today?

The mindset I carry with me today is that what you put into this career is what you will get out of it. The graduate program taught me that it is up to you to shape your own learning path and take initiative. That proactive, ownership-based mindset is something I strive to apply every day in my role as a shipbroker.

Ingvild Skjorten

Shipbroker - Dry Bulk Department, BRS Paris

Was there a moment or experience during the program that had a big impact on you?

I must highlight how warmly I was welcomed in every office throughout the year as well as being trusted with responsibility early on, while having managers and colleagues who both challenged and supported me.

How would you describe the BRS Graduate Program to someone thinking about applying?

"It is, without a doubt, the best foundation you could ask for to kick off your career in the shipping industry."
– **Nathan Clark**

"If you know you want to work in physical commodities but don't know where to start, this program will find a place for you!" – **Felipe Loachamin**

"I'd describe it as a one-off opportunity — a chance to dive into a fascinating industry, explore different offices and markets, and learn in a supportive environment where you're encouraged to take ownership of your own development. You'll gain valuable insights, meet great people, and build connections that will last well beyond the program. Ultimately, it's your apprenticeship to shape, and the more you put in, the more you'll get out of it."
– **Pierre Zervos**

"The Graduate Program is undoubtedly the best way to start your career with one of the top brokerage firms. It offers the opportunity to discover more about the industry, the company, and yourself — helping you identify where you can thrive and bring the greatest value to both BRS and your own career in the future. Jump aboard!" – **Henri Charrin**

"I would describe the Graduate Program as a great gateway into the shipping industry as it offers the opportunity to explore different markets and discover which markets best suits you - all while meeting inspiring people who share the same interests and ambitions." – **Ingvild Skjorten**



Don't miss the boat,
be part of BRS



hr@brsbrokers.com

www.brsshipbrokers.com

[in company/brsshipbrokers](https://www.linkedin.com/company/brsshipbrokers)