

A New Route to Career Progression for Senior Officers

Postgraduate courses

Warsash Maritime Academy, the specialised maritime facility of Southampton Solent University, launched a new, flexible postgraduate programme in June 2011, specifically designed for senior professionals employed in the international shipping industry.

We are now offering an MSc in Shipping Operations and the first of a set of Professional Development Units that will be extended over time to form a programme of Professional Development Awards in Maritime Management.

Aims

We recognise that students on the programme will have a wealth of professional expertise and practical experience and are likely to be very motivated. So, the course aims to

- Provide a flexible, accessible, structured and interactive programme of study that enables experienced shipping industry professionals to make the transition from shipboard working to management positions ashore;
- Build upon the professional and practical experience of students by developing their intellectual, reflective and managerial skills and understanding of issues in shipping operations;
- Enable students to apply their learning to identify and solve complex, real-life issues and problems through work-related assignments and workplace projects;
- Enhance the value of the learning undertaken by engaging shipping industry employers in mentoring of work-based projects;
- Offer a programme that is designed to meet the needs of the maritime industries and the career aspirations of students through the development of specialised knowledge and skills in the areas of ship safety management or human factors in shipping operations.

Flexibility

Serving seafarers and shipping industry professionals have demanding jobs that may take them to different parts of the world, and so need to be able to study wherever they are and whenever they can. This postgraduate programme offers the chance to

- Learn as part of an on-line community - with access to study materials, tutors and fellow students through the web, e-mail and via downloads
- Fit the pace and amount of learning undertaken to work and lifestyle demands - by choosing to undertake individual units, building up postgraduate credits over time towards Professional Development Awards;
- Take the full MSc programme as a part-time student or by switching between full-time and part-time modes of study, or perhaps even by studying the whole course full-time;
- Undertake projects in the workplace, supported by an industry-based mentor as well as a dedicated Academy tutor.

Contact details

Details of the programme are given below. For further information, please contact the course administrator:

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MSc in Shipping Operations

Length: 12 to 24 months

Course overview

The MSc Shipping Operations offers a career development package unique in UK education because of its flexibility, accessibility, specialised content, and work-based applications.

The programme caters for the needs of experienced ship-board officers who want to make the transition to shore-side management; for shore-based employees who want to extend their skills and move up the career ladder; for maritime professionals looking to expand their employment horizons by gaining Higher Education credits and awards, and for shipping industry employers who wish to retain and refresh experienced staff in order to enhance the management efficiency of their companies.

Career opportunities

Study on the programme will develop the high-level specialist and management competencies required in positions such as Designated Person Ashore, Fleet Training Manager, Competence Assurance Manager, Ship Manager and Marine Superintendent.

Entry requirements

Candidates should hold one of the following:

- A recognised and relevant Honours degree (normally at 2:2 or higher) plus work experience
- An STCW Management Level Certificate of Competence and management level work experience
- A Higher National Diploma or Foundation Degree in an appropriate discipline plus relevant professional qualifications and experience

All MSc candidates must be employed in, or have recently been employed in the shipping/maritime industry.

Candidates whose first language is not English must also have:

- IELTS 6.5
- TOEFL (internet-based) 100
- TOEFL (paper-based) 600

Course content

In order to be awarded the MSc qualification, students must achieve 180 credits at postgraduate level made up from the five core units and a choice of four units from one of the two option strands.

Core Units

- The International Maritime Context (15 credits)
- Postgraduate and Self-Managed Study (15 credits)
- Professional Practice and Skills Portfolio (15 credits)
- Business Research Skills (15 credits)
- Project (60 credits)

Option Strands

Managing the Human Element

- Strategic Management Human Element (15 credits)
- Maritime Talent Management (15 credits)
- Performance and Reward Management (15 credits)
- Employee Relations and Engagement (15 credits)

Managing Maritime Safety

- Risk and Safety Management (15 credits)
- Legal Process (15 credits)
- Safety Culture (15 credits)
- Accident Investigation & Organisational Learning (15 credits)

Method of delivery

The MSc Shipping Operations is studied by distance learning, normally part-time over two years. Specially-designed learning materials and activities, assessment tasks, and support and communication facilities (including discussion forums involving fellow students and tutors, study and research-skills development materials and advice, e-mail and conferencing contact) will be available through our virtual learning environment. This is customised to meet the learning needs and expectations of mature professionals. Materials can be downloaded from the site.

Course start date

Monday 4 June 2012

Fees

Full-time fees:

UK/EU Students £4,860 Overseas Students £9,400

Part-time fees (per year):

UK/EU Students £2,430 Overseas Students, £4,700

Professional Development Awards in Maritime Management (Part Time)

Length: Variable

Course overview

If you are not ready to sign up to a full MSc programme, then the Professional Development Award (PDA) route might be for you. As a candidate following the PDA route, you will develop and agree with a tutor a programme of study that enables you to pursue your interests and balance study and work demands to suit your situation.

Over a period of time, you can build a portfolio of units that can be highly specialised or eclectic in nature. Depending on how many units you choose, your programme of study can culminate in a Postgraduate Professional Development Diploma (PgPDDip) or a Postgraduate Professional Development Certificate (PgPDCert). Alternatively, you can study isolated units.

Entry requirements

As with the full MSc, the PDA Units are at postgraduate level and thus the entry requirements are the same as the full MSc. You will already be employed in a shipping related role.

Method of delivery

The programme uses distance learning techniques. Specially-designed learning materials and activities, assessment tasks, and support and communication facilities (including discussion forums involving fellow students and tutors, study and research-skills development materials and advice, e-mail and conferencing contact) will be available through our virtual learning environment. This is customised to meet the learning needs and expectations of mature professionals. Materials can be downloaded from the site.

Fees

Prices are variable according to number of units studied and are available on application.

Course dates

Professional Development Units in Maritime Management will next be available from Monday 4 June 2012.

Course content

Titles for the units in the Professional Development Award Programme from which you can choose to build your diploma or certificate:

- Postgraduate and Self-Managed Study
- Business Research Skills
- Professional Practice and Skills Portfolio
- Strategic Management of the Human Element
- Maritime Talent Management
- Performance and Reward Management
- Employee Relations and Engagement
- Risk and Safety Management
- Legal Process
- Safety Culture
- Accident Investigation and Organisational Learning

An Example Professional Development Diploma

A candidate who successfully completes a minimum of 70 credits from the programme may be awarded a Postgraduate Professional Development Diploma in Maritime Management. An individual wishing to develop their professional practice in the area of **Managing the Human Element**, but not wishing to embark on a full MSc, might take the following units:

- Postgraduate & Self-Managed Study (15 credits)
- Strategic Management of the Human Element (15 credits)
- Maritime Talent Management (15 credits)
- Performance & Reward Management (15 credits)
- Employee Relations & Engagement (15 credits)
- Professional Practice & Skills Portfolio (15 credits)

An Example Professional Development Certificate

Candidates who complete at least 30 credits from the programme can leave with a Postgraduate Professional Development Certificate in Maritime Management. An individual wishing to add to their development in **Managing Maritime Safety** with a university award, but wishing to be very selective in the amount of study, might pursue the following units:

- Postgraduate and Self-Managed Study (15 credits)
 - Accident Investigation & Organisational Learning (15 credits)
 - Professional Practice & Skills Portfolio (15 credits)
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Core Unit Descriptions

The International Maritime Context

15 Credits

The purpose of this unit is to acquaint the learner with the maritime industry and locate their study in an industrial context. We have chosen five topical areas within the international maritime context to explore: regulation, manning, commerce, politics and the environment.

Within the tasks of this unit we will ask you to review topical material and case studies, simultaneously encouraging you to critically evaluate what you read. We will ask you to reflect on the material, seeking your opinion on what is presented and if or how it is associated with your own working environment.

Postgraduate & Self-managed Study

15 Credits

This unit is specifically designed for working professionals who may have little familiarity with the demands and expectations of Higher Education or be returning to education after a long gap.

Its key purpose is to provide an intensive orientation to studying successfully at this level and to foster students' confidence and capability as self-directed and reflective learners as a foundation for their further development during the course and beyond.

Professional Practice & Skills Portfolio

15 Credits

This core unit develops and extends previous formal or experiential learning by the student building an evidence-based portfolio. The student will focus on up to three key aspects of their present role, gathering appropriate evidence relating to their recent experience, reflectively assessing that evidence, and using critical evaluation to show how that experience can be synthesised to improve specific aspects of professional practice in the future.

Business Research Skills

15 Credits

The unit is intended to deliver a fuller understanding of the skills and attributes of postgraduate study. From a discussion of the principles of higher level work, the student is encouraged to develop and demonstrate the skills necessary to plan, conduct, and write up an independent, work-based piece of research.

Project¹

60 Credits

This unit, known as the Project, is compulsory to receive the full MSc award, and its importance is recognised in that it is worth one third of the value of the whole MSc course.

The Project is an opportunity for students to demonstrate sustained, independent work on a project related to their work place. It is the platform on which students exhibit the knowledge, skills and intellectual maturity acquired during the rest of the course.

¹ Only available as part of the MSc in Shipping Operations

Managing the Human Element

Unit Descriptions

Strategic Management of the Human Element

15 Credits

This unit provides students with the opportunity to study the relationship between business strategy, human resource strategy and organisational success in the international maritime industry.

In particular, students will explore how the shipping industry has approached HR planning and development in the last quarter century and consider how structural changes within the industry have influenced human resourcing decisions.

Students will also be required to examine the legal and regulatory frameworks within which world maritime trade takes place, and to draw conclusions about the power these have to influence the ethical management of the human element.

Maritime Talent Management

15 Credits

At a time when there is a growing shortage of certificated personnel, an organisation's ability to achieve competitive advantage is inextricably linked to its ability to attract and retain sufficient talented staff to meet its future planned needs.

This unit focuses on talent management in the maritime industry, with specific focus on recruitment, selection and succession planning. The unit is designed to develop and assess both the theoretical understanding and practical application of talent management, which is required at industry management level.

Performance & Reward Management

15 Credits

This unit is complementary to the Maritime Talent Management unit and focuses on performance and reward management in the maritime industry, with specific emphasis on practice, processes and systems development.

In particular, the student will be given the opportunity to critically evaluate the role of performance and reward management in support of the achievement of organisational objectives within a competitive maritime environment.

Consideration will need to be given to current industry and competitive issues, such as low cost manning and variable regulatory training regimes.

Employee Relations & Engagement

15 Credits

The unit is divided into two topic areas. The first area is concerned with the relationship between employers and employees. It invites the students to explore industrial relations, employment contracts, collective bargaining arrangements, and dispute resolution in the maritime industry.

The second topic area requires students to investigate the nature of work in the maritime industry and analyse the implications for employee wellbeing and engagement of different schedules, crewing strategies, and job designs.

The students will also be asked to critically evaluate legislative measures designed to counter stress, fatigue and seafarer exploitation.

Managing Maritime Safety

Unit Descriptions

Risk & Safety Management

15 Credits

This unit is one of the four comprising the Risk and Safety Management optional strand within the MSc Shipping Operations. It situates risk and safety management issues within the wider context of shipping operations management, examining the relationship between the shipboard and onshore management of risk and safety in order to promote an understanding of how this can best enhance the commercial and safety aims of a shipping operation.

Legal Process

15 Credits

As part of the risk and safety management strand, this unit is concerned with the legal aspects of safety processes and how these impact upon individuals and organisations within the international maritime industries, including issues of jurisdiction and individual and corporate liability.

The unit therefore has particularly close affinities with aspects of the learning undertaken in the Safety Culture unit, and also with the International Maritime Context unit, which encourages students to examine varying and sometimes conflicting perspectives and priorities.

Safety Culture

15 Credits

As part of the risk and safety optional strand, this unit critically explores the concept of a safety culture within the context of maritime sector requirements. This unit is based on the principle that the development of a safety culture is an explicit requirement of the International Safety Management (ISM) Code and an implicit requirement to developing robust safety management.

As such the unit aims to encourage the student, through a series of online based activities, to reflect critically upon the theoretical models and constructs of safety culture and their application to the work environment and the broader maritime sector.

Accident Investigation & Organisational Learning

15 Credits

This unit critically explores accident investigation and organisational learning within the context of maritime sector requirements. The unit is based on the principle that to further strengthen safety management a range of accident and near miss situations need to be effectively investigated and that organisational learning needs to take place to reduce the likelihood of recurrence.

As such, the unit aims to encourage the student, through a series of online based activities, to reflect critically upon the theoretical models of accident investigation and organisational learning and their application to their work environment and the broader maritime sector.

Learning Online @ Solent

Solent Online Learning Environment

Your personal online learning space

Solent Online Learning provides access to online course materials as part of your interactive learning experience at Solent University. You can participate in forums, create your own blog, access course materials and communicate with your course peers and lecturers.

Because most learning takes place off campus and out of office hours, Solent Online Learning is available to students 24 hours a day, 7 days a week.

Distance learning

Full use will be made of ICT technology to ensure variety in learning tasks; for example, students will have space made available for recording reflective journals, for constructing and maintaining e-portfolios, and for managing group working.

To make the online experience effective and engaging, a specific aspect of the University's virtual learning environment (VLE) has been designed with the professional learner in mind.

Delivery of units

Students will be able to access a handbook (also available online), which details the course structure and what is expected of them. In addition, extensive information about each unit will be contained on each unit site within the Solent Online Learning Environment with details about the content of the unit, the sequencing of activities, the assessment tasks, schedule, marking criteria, reading lists, and so on.

This is in addition to the learning materials and other learning and support facilities such as discussion forums, blogs, wikis etc. The overall learning experience is designed to offer a diverse and stimulating range of learning activities.

The Portal

Your gateway to the entire University

The Portal is your gateway into University and offers you access to your email, Solent Online Learning, weekly features, the library and much more.



The main feature of the Portal is that it offers you all of these services in one easily accessible place. It features your university email as well as forging a vital link between you and your lecturers and course mates. It has a daily news bulletin and brings together all of the vital online ingredients we offer as a university.

Not only have you access to your personal information within the Portal, but you can also find out more about the University and its services by using the tabs. The tabs are Home, Course, Services, Library and University.

Even before you start you can log into the portal using the username [demo](#) and password [demo](#) and have a good look at the features it offers.

Visit the Portal at

<http://portal.solent.ac.uk/portal/page/portal/Solent/Home>