



# Annual Review 2019

Improving Performance in  
the Marine Contracting Industry

# A Message from the Chief Executive

Welcome to this abbreviated overview of IMCA's activities in 2019. The year got off to a strong start following our highly successful Annual Seminar in The Hague in late 2018; where over three hundred member representatives gathered to discuss industry strategies with senior executives from leading contractors and oil companies alike.

I am pleased to report that this momentum was maintained throughout the year. 2019 was highly successful in delivering both our core business and new initiatives in supporting our Members. Our membership and client engagement programme extended to four of our five regions and is an important network liaising with our members locally and, equally importantly, our oil and wind energy clients.

Our technical strategy in relentlessly focusing on our committee programme has been very productive in maintaining and developing our technical library. The result is that we have a tremendous body of knowledge to drive improved performance in our industry. Our strategy of developing and promoting two new committees covering Environmental Sustainability and Digitalisation moved rapidly forward and we undertook two successful seminars during the year in these areas.

Technically we have delivered on several new initiatives which have been welcomed by industry:

- We moved the idea of a CPD App for diving supervisors from a concept to delivering a working system and offshore trials with a volunteer group of supervisors. The trial reinforced our view that we were on the right track, with excellent feedback and support from the group. We have great ambitions for the future of this technology.
- We completely modernised our certification and examination system from a traditional examination regime into a fully online system invigilated at professional training centres around the world.
- In the area of Dynamic Positioning, we delivered a completely new concept of Accredited DP Practitioners for company technical experts and those involved in offshore trials. A whole new catalogue of the required knowledge, skills, and experience has been developed together with an examination system. The project has been welcomed as an effective way of setting standards of competence and improving efficiency by lowering overall costs.
- The offshore wind energy market has moved quickly in terms of scale and business opportunity to become highly significant for our Members. IMCA is deeply involved in this space, and in 2019 we started two new Workgroups to develop common operating standards for Walk to Work activities, and to establish a common Safety Training Matrix spanning both the offshore wind market and oil and gas market.

**Our 2019 advocacy programme has covered good ground in a wide range of subjects:**

- At the International Maritime Organisation (IMO) we have been successful in representing the special interests of our Members on the highly influential Marine Environment Protection Committee concerning greenhouse gas emissions. Our work concerning the proposed Industrial Personnel Code has continued and our representation to the Ships Systems and Equipment Committee has been important in recognising the particular scale and importance of offshore lifting operations. We also embarked on a multi-year project to revise the IMO International Code of Safety for Diving Operations.

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- In the United States, our work with API in reaching out to the Customs and Border Protection Agency (CBP) has been successful in keeping the US Gulf of Mexico open for business. With CBP publishing a new customs bulletin in December providing a comprehensive set of interpretative rules for the application of the Jones Act in the offshore oil and gas market. We have also been working with the US Coast Guard to support their goals to improve safety performance in offshore diving and DP operations. We reached out to the Marine Technology Society (MTS) with the ambition of creating a joined-up DP committee and a common set of industry standards, but unfortunately they did not wish to move this forward.
- We have taken a leading role in forming the International Diving Industry Forum (IDIF) with our close industry colleagues at the IOGP and ADCI. For the first time, we have all the leading stakeholders aligned on an ambitious safety and performance agenda for the betterment of our industry worldwide.
- Finally, in conjunction with Transparency International we upgraded our online Anti Bribery and Corruption training programme, which is freely available on our website for all Members.

The global oilfield services market has continued to suffer headwinds since the oil price crash of 2014, but we have maintained robust membership levels and a healthy balance sheet. Please be assured that your Association today is stronger and more financially secure than ever before. Please take the opportunity to look through this Annual Review at some of the successes we have highlighted. We look forward to continuing this success in 2020.

Thank you for your continued support to IMCA.

**Allen Leatt**  
Chief Executive



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# A Year in Review – 2019

## Industry Safety Statistics



**802**  
MILLION MAN HOURS\*  
TOTAL  
(2018: 728)



**376**  
MILLION MAN HOURS\*  
OFFSHORE  
(2018: 417)



**339**  
SAFETY OBSERVATION  
FREQUENCY RATE  
(2018: 347)



**Line of Fire**  
MOST COMMON  
CAUSE OF LTIs  
(2018: SAME)



**18**  
FATALITIES REPORTED  
(2018: 5)



**0.33**  
TOTAL LTIFR  
(2018: 0.39)



**2.24**  
TOTAL FAR  
(2018: 0.63)

**LTIFR:** Lost Time Injury Frequency Rate  
(Fatalities + LTIs) x 1,000,000 / Total man hours

**FAR:** Fatal Accident Rate  
(FAR = Fatalities x 100,000,000 / Total man hours)

\* Based on 12 hour shift working

## SAFETY

Safety lies at the heart of IMCA's work – we often describe it as *the golden thread running through everything that we do*. We are dedicated to promoting the sharing of experience and information across our membership to reduce incidents and promote safe practices.

### New look safety statistics

We have been collecting safety data for more than twenty years to provide insight to industry safety performance and identify trends. This also helps our members to benchmark their own performance in our industry.

In 2019 we introduced a web-based method for collecting safety statistics from our contractor members, providing simpler, more timely reporting. The easy-to-use dashboard allows members to submit data and to compare their performance with that of other similar-sized companies without compromising anonymity. A change in reporting now means statistics are provided in terms of company total hours and offshore hours worked, rather than onshore and offshore hours as in previous years.

For many companies, providing this information is a requirement when reporting to shareholders, and is an important aspect of corporate social responsibility.

In 2019, IMCA members reported eighteen fatalities. This was an increase on 2018, and the largest number of fatalities reported by IMCA for some years. The sad loss of eleven lives when one vessel sank, contributed to the total for 2019. These fatalities occurred despite the long-term trend of falling rates of Recordable Injuries and Lost Time Injuries. This demonstrates the need for ongoing vigilance in all areas of safety in our industry, but most particularly in the area of "high potential" incidents and near misses.

## Safety Flashes

Our Safety Flash system disseminates important information on incidents and potential hazards and the lessons learnt from them which can prevent incidents reoccurring. All our members are encouraged to contribute relevant safety-related information which is completely anonymised.

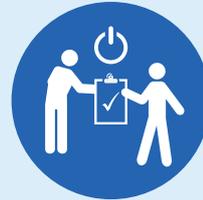
In 2019 IMCA shared one hundred and thirty-four safety incidents or events, grouped into thirty Safety Flashes. We have started to categorise members' submissions against the IOGP Life-Saving Rules, and in so doing it is possible to see that bypassing safety controls was a major cause in two-thirds of these incidents. The other main causes were our people getting "in the line of fire", failure of energy isolation, and unsafe mechanical lifting.



**Nick Hough**  
Technical Adviser



## LIFE-SAVING RULES



**Bypassing Safety Controls**



**Confined Space**



**Driving**



**Energy Isolation**



**Hot Work**



**Line of Fire**



**Safe Mechanical Lifting**



**Work Authorisation**



**Working at Height**

# A Year in Review – 2019

## TECHNICAL

### International Diving Industry Forum established by the world's key energy industry diving bodies

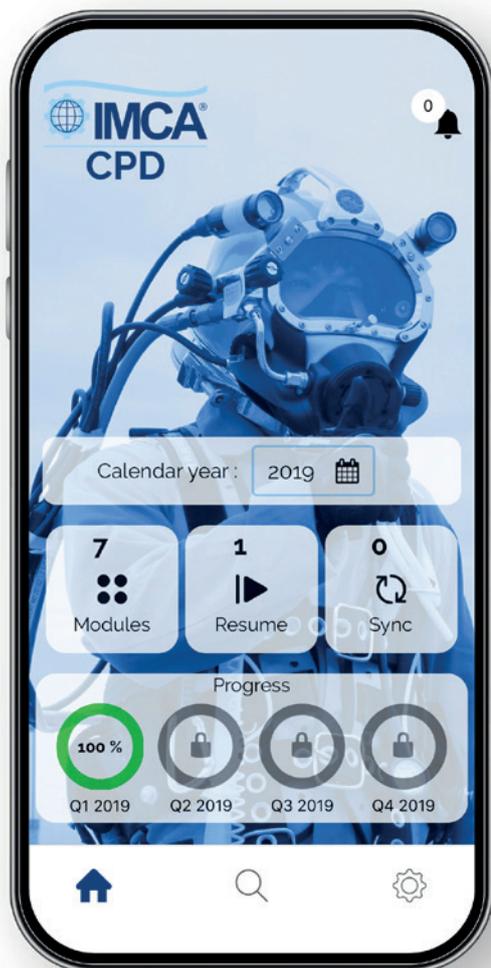
Early in 2019 IMCA, the Association of Diving Contractors International (ADCI), and the International Association of Oil and Gas Producers (IOGP) formed the International Diving Industry Forum (IDIF). The main objective of IDIF is to reduce and control the risks associated with diving operations carried out in the marine energy industry anywhere in the world. During its first year the IDIF met twice and established clear terms of reference and agreed that the first tasks for the Forum would be to help prepare definitive industry guidance on ship husbandry and assist with the revision of the IMO Diving Instruments.

### Diving CPD

During 2019 we successfully developed and launched the trial phase of a Continuing Professional Development Scheme and App for Diving Supervisors. Work commenced on this project at the end of 2018 with the project being overseen by industry diving experts in IMCA's Diving Division Management Committee and trials of the app were successfully completed by a representative cross-section of diving supervisors from leading contractors in the industry. The same group of experts participated in the consultation and testing process to ensure the system is user-friendly, appropriate, and effective. Launch of the scheme is on track for Q1 2020 and will be voluntary during the year however it will become mandatory in 2021 for Diving Supervisors to maintain IMCA Certification.

### Launch of IMCA's DP Accreditation Scheme

In May 2019 we launched our Dynamic Positioning (DP) Practitioner Accreditation Scheme. This was the output of a cross industry workgroup consisting of DP vessel owners/operators, training providers, DP consultants, major energy companies and relevant organisations. This workgroup was tasked by IMCA's Marine Division Management Committee in 2018 to devise a scheme to improve consistency and conduct of DP Trials. The scheme was created to set an industry recognised level of knowledge for DP Practitioners responsible for developing, witnessing and reporting of DP Trials in addition to those responsible for the management of the DP assurance processes.



## Modernising our certification examination process

We are continuously looking at ways to improve our examination process and during 2019 we transferred the Diving Supervisor Exams and the new DP Practitioner Accreditation Scheme to a computer-based system using an online assessment platform, TestReach. Automating this process means that unique examinations are generated for each candidate from a questions database and sent electronically straight to examination centre computer terminals.

The benefits of these changes include a reduction in the administration involved in organising and running exams, plus it ensures ever-greater levels of security, and means that results reach candidates far quicker than in the past.

## Jones Act

The end of 2019 saw increased activity as IMCA continued to engage with Customs & Border Patrol (CBP) and lobbying with Senators and House members to ensure the CBP 1625 process did not get shut down. We also appealed by writing to President Trump on behalf of our Members continuing to lobby for international organisations and vessels to be able to freely operate in US waters.

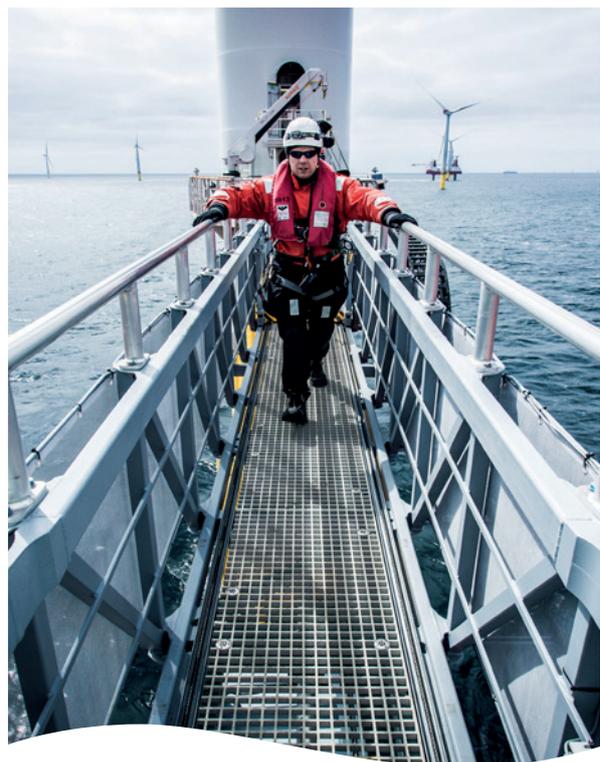
Over the past three years IMCA has been sharing expertise and experience with several critical agencies, holding multiple meetings with CBP, Congressman, and representatives of the Administration around offshore operations.

On December 18, 2019 CBP issued their decision, with two notable points included; the Mission of the Vessel concept was revoked and replaced with a new vessel equipment interpretation and secondly, the three Koff rulings were revoked and replaced with a new lifting operation interpretation which makes offshore lifting operations distinct from transportation. IMCA Members fully support the Jones Act vessel owners by hiring barges, tugs, supply boats and crew change transport on a daily basis.

## Expanding presence in marine renewable energy

IMCA responded to the growth of involvement by its members in the marine renewable energy sector in 2019 and recognised the impact the sector will have in the future. The Committee held its first technical seminar in September 2019 in Amsterdam. The topics that were covered included achieving harmonisation of training and certification, openness being the key to safe and efficient operations and future trends in the marine renewable energy sector. Among the key committee objectives set for 2020 was a focus on safety. Establishing a safety training matrix that will be recommended industry-wide is planned and to reduce the duplication of training for vessel personnel. The matrix is due to be published next year and Members will be encouraged to incorporate the details within contracts. In addition, the committee started a new workgroup to develop common guidelines to standardise the processes for crossing Walk to Work (W2W) gangway operations, suitable for all offshore energy sectors.

Picture courtesy of Ampelmann Operations B.V



# Events Review

IMCA's Regional and Technical Seminars are an important part of our Membership Engagement activities.

During 2019 we ran a successful events programme connecting with our members on a range of topical issues through five technical seminars and a special forum focused on the future workforce in our industry. During the year we successfully delivered our regional meeting programme and expanded our reach with twelve meetings throughout the year which were attended by more than six hundred members.

As well as the long-standing events that continued to draw in high attendance, IMCA also launched two new events led by the Digitalisation and Marine Renewable Energy Committees. 98% of those attendees felt that the events provided an important forum for industry topics to be discussed.

We actively invite feedback from our Members regarding our events to ensure that they represent good value in terms of time and are appropriate in their content.



IMCA Asia-Pacific regional meeting in Jakarta, September 2019.

**12**

REGIONAL SEMINARS  
HELD IN 2019

**62**

COMMITTEE MEETINGS  
HELD IN 2019

**7**

TECHNICAL SEMINARS  
HELD IN 2019

**c.600**

MEMBER ATTENDANCE  
AT REGIONAL SEMINARS  
HELD IN 2019

**c.400**

PEOPLE INVOLVED IN  
COMMITTEES IN 2019

## IMCA EVENTS

### Competence E-portfolio Seminar, Aberdeen

**Theme:** Re-establishing the vital role of competence and training

### Lifting & Rigging, Amsterdam

**Theme:** Offshore Lifting: Training, Certification, Competency

### Digitalisation, London

**Theme:** The future Offshore Digital Environment Health & Safety Seminar

### Engaging & Empowering a new workforce, Houston, USA

**Theme:** Engaging & empowering a new workforce

### Marine Renewable Energy, Amsterdam

**Theme:** Working together for safe and efficient operations

### Health & Safety Seminar Environment Seminar, Amsterdam

**Theme:** Shaping a sustainable future

October 2019 saw IMCA host its first Digitalisation seminar with the theme *'The Future Offshore Digital Environment'*.

What digitalisation means for the offshore oil and gas industry in general, and specifically for the marine contracting sector is of growing interest for our Members. The event was met with interest which is only set to increase as technology improves and becomes more intrinsic to streamlining operations.

Key speakers included representatives from Microsoft, Amazon Web Services, BP, Premier Oil and Equinor, each providing engaging presentations focusing on the impact of digital technologies on industry activities.



In November IMCA hosted a joint HSSE technical seminar, split over two days, in Amsterdam.

Presentations from Impact Crew, Maersk, BP and Control Risks focused on health and safety industry topics including IOGP Life-Saving Rules and workplace stress in the offshore environment. An emphasis on sustainability from an environmental perspective saw presentations from Equinor, The Ocean Cleanup, Sintef, TechnipFMC and Dockstr cover a range of topics from ocean plastic pollution to fuel efficiency on offshore vessels. Attendees had the opportunity to participate in lively Q&A sessions and workshops to discuss the programme going forward for the Environmental Sustainability Committee.



# Events Review

## IMCA AT INDUSTRY EVENTS

Each year IMCA is invited to participate in industry events around the world and contributing our technical and industry expertise and a wide range of subjects.

During 2019 we actively participated in numerous events by giving topical presentations, chairing panels, and attending key events such as OTC in Houston, ADIPEC in Abu Dhabi and Offshore Europe in Aberdeen. We participate in these events to keep up to date with the industry and maintain connections with members.

14  
INDUSTRY  
EVENTS  
ATTENDED  
IN 2019



We provided keynote presentations at several Dynamic Positioning (DP) events in London, Singapore, Aberdeen, Amsterdam, and Houston and actively participated in several eCMID conferences.

In November 2019 IMCA attended the Bergen International Diving Seminar where Bryan McGlinchy, Diving Manager and Peter Sieniewicz, Technical Adviser both presented on behalf of IMCA. Allen Leatt (IMCA's Chief Executive), sat on the NUI Industry Management Advisory Panel and of the event commented *"Diving is in our DNA and therefore being involved in this key industry event is of paramount importance to us and our members"*.

IMCA'S Chief Executive, Allen Leatt was invited to address the opening ceremony of the fourth International Underwater Operations & Offshore Industry Expo and participate in the sixth International Diving & Salvage and Marine Engineering Technology Forum, Xiamen China, in November.

## IMCA AWARDS 2019

Following the success of the inaugural Safety and Environmental awards in 2018 IMCA decided to run the awards programme on an annual basis.

In 2019 both awards were presented at IMCA's Health, Safety & Environmental Seminar (HSSE) in Amsterdam in November by IMCA Board Member, Andy Seymour of Fugro.

- Subsea 7 and Eidesvik won the Environmental Sustainability Award for the Hybrid Life of Field Vessel 'Seven Viking'.
- Heerema won the Safety Award for their Tug Barge Access Gangway (T-BAG).

The Awards Submissions were evaluated by judging panels comprising IMCA Board Members, relevant Committee Members and the appropriate members of the Secretariat.



# Membership

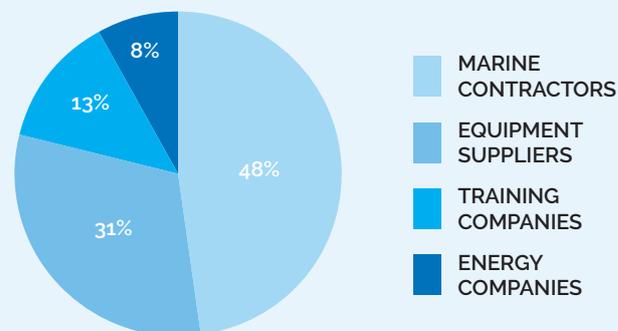
In 2019 IMCA welcomed forty-five new members bringing the total membership base to circa eight hundred.

As part of IMCA's ongoing commitment to members to provide comprehensive guidance on evolving legislation and industry practices, a member survey was conducted to further understand how members view the performance, value and influence of our activities as well as how well they are communicated. The results of the survey are available on the IMCA website.

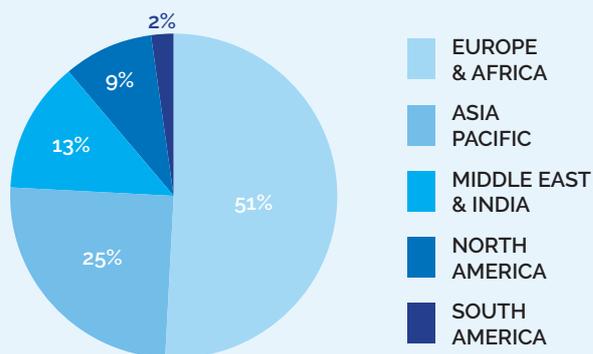
Analysis of the survey data identified several key areas as the most beneficial membership services, these included the creation and maintenance of guidelines/standards, safety related content and technical seminar events. Looking forward to 2020, the majority of respondents voted favourably towards seeing value in further investment in lobbying energy companies and industry regulators as well as continuing to raise awareness of regulatory changes. Actions are being implemented on the wider survey findings to meet our continuous improvement objectives.

The Association will endeavour to pursue opportunities where our expertise and experience can help influence our industry.

## Membership by category



## Membership by location



## BENEFITS OF MEMBERSHIP

- A forum for meeting with like-minded companies and industry professionals to discuss matters of common interest.
- A level playing field of technical standards for all Members, ensuring that contractors and their clients are aligned.
- Immediate access to all safety statistics, and our industry-wide Safety Flash alert system.
- A 'single voice' for lobbying on regulatory matters, with clients, governments and other organisations.
- Unlimited access to our comprehensive online library, based on our Members' cumulative global experience, including regular updates, and with opportunities for contributing to the drafting and development process.
- Up-to-date certification in the key supervisory roles of Diving and Dynamic Positioning.
- IMCA's approved certification schemes are highly sought after within our industry.
- Seminars and workshops on a wide range of specialist industry topics.

# Governance & Structure

IMCA has a modern and effective governance structure and programme. We follow a strict code of practice and operate in conjunction with our Articles of Association, Bye-laws and Competition Law Compliance Policy.

## The Board

We are governed by The Board of Directors of IMCA Holdings Ltd and, in keeping with tradition, the Chairman and Vice-Chairman of The Board are also given the honorary titles of President and Vice-President of the Association.

The Chief Executive is responsible for the day to day running of the Association and is accountable to The Board for overall performance of the Association and the Secretariat.



## Appointments

At Board level we saw a change of personnel as Mark Heine of Fugro stepped down and Andy Seymour, a long-time supporter of IMCA, was appointed Fugro's Board representative. Andy has been associated with IMCA for almost ten years having had involvement in both the South America Regional Committee and the Operations Committee.

## Doing business without bribery

2019 saw the implementation of sophisticated online training techniques through Transparency International to upgrade our Anti Bribery and Corruption training programme. The updated online eLearning module *"Doing Business Without Bribery"* is freely available to our Members on IMCA's website.

Allen Leatt, IMCA Chief Executive, said: *"The newly announced Anti-Bribery and Corruption (ABC) e-Learning module will be of great assistance, particularly to our Members with more limited in-house compliance training capabilities. Naturally, they are eager to conform to best ethical business practice and the ABC training module is designed to help them achieve that."*



## IMCA at the IMO

Since 1999, IMCA has held consultative status with the International Maritime Organisation (IMO) which is the United Nations specialised agency with responsibility for regulating the international shipping industry.

In May, IMCA ran a profile-raising photographic exhibition at IMO headquarters showcasing innovative vessels and working methods employed by Members to improve the energy efficiency of their vessels and reduce their GHG emissions; this was viewed by member states and IMO Secretary-General, Kitack Lim. The event also provided an opportunity for IMCA and the Russian Federation to submit an important paper with a focus on further technical and operational measures for enhancing the energy efficiency of international shipping.

In the latter half of 2019 we began a process of engaging member states in the need for revising the IMO Diving Code. We lobbied for support and ran workshops with IMCA Members and IMO Representatives to start putting together a case to lobby the IMO to establish a Correspondence Group to undertake this work. This work will be ongoing and looking towards 2020, we will update members on progress as appropriate.



## Quality Management

In 2019 IMCA began working towards attaining the Information Security Management System (ISMS) ISO 27001 standard which would be in addition to the ISO 9001 already awarded.

The project involved reviewing and documenting existing systems and procedures, implementing improvements to further increase system reliability and information security. With a continuous improvement approach, accreditation will help to demonstrate to our members IMCA's ongoing commitment to protecting their data.

IMCA's Chief Executive, Allen Leatt commented:

*"As a membership organisation we feel it is important to demonstrate that we treat our Members' data seriously and have serious management systems in place. ISO 27001 will help IMCA reduce risks in information security and data protection as well as fulfilling the GDPR and Data Protection Act compliance requirements. Also, it provides a greater level of information assurance overall."*

# Committee Overview

We operate through a committee structure which addresses many different areas of technical expertise. Membership on our committees is by election or nomination, and we have over thirty committees and workgroups in place all working towards improving specialist aspects of performance of our industry.

Our Committee members are volunteer participants from Member companies which allows us to leverage the vast knowledge and expertise of our Members. Visit our website to see the latest Committee information.



## TECHNICAL COMMITTEES

<b>Competence &amp; Training</b>	IMCA works to ensure that the marine contracting industry is well positioned to recruit, train and maintain a highly skilled and competent workforce, vital for safe and efficient offshore operations.
<b>Contracts &amp; Insurance</b>	The Contracts & Insurance Committee aims to promote dialogue and foster a wide understanding of contracts and risk management in the long-term interests of all participants in the industry.
<b>Digitalisation</b>	Digitalisation is a key strategic theme for IMCA and the committee reviews the impact of new and emerging digital technologies, communications and automation in our industry.
<b>Environmental Sustainability</b>	The committee's responsibility is to promote transparent dialogue to foster a wide understanding of environmental sustainability management, and works to improve environmental performance in the industry.
<b>HSSE Committee</b>	The aim of the HSSE Committee is to share experience and information to promote good working practices in Health, Safety, Security and the Environmental.
<b>HSSE – Marine Security</b>	IMCA's Security Committee, reporting to the HSSE committee, helps Members address concerns relating to security (including cyber security), piracy and terrorism.
<b>Lifting &amp; Rigging</b>	IMCA helps to identify and manage the hazards associated with offshore lifting operations through the work of the Lifting & Rigging Management Committee. This work is central to our industry, as lifting forms part of almost every offshore and subsea operation.



## Marine

Our Marine Division Management Committee is the parent committee for our specialist areas which include Dynamic Positioning, Renewable Energy and Vessel Assurance through our eCMID system.

## Marine DP

We provide expert advice in all matters pertaining to Dynamic Positioning and are responsible for managing all associated guidance related documents and initiatives.

## Marine eCMID

The Marine eCMID Committee brings together representatives of vessel operators, vessel inspection companies and clients to co-ordinate developments within the eCMID system – the industry's Common Marine Inspection Document.

## Marine Renewable Energy

We promote relevant experience and best practices from the oil and gas industry into the renewable energy sector. We work closely with our Members and a number of peer organisations to ensure that we share relevant information while recognising the particular challenges and opportunities in this sector.

## Marine Policy & Regulatory Affairs

IMCA is active globally, regionally and nationally in representing our Members to governments and regulatory bodies. We lobby for sensible, workable and effective regulations.

## Offshore Survey

IMCA's Offshore Survey Division Management Committee addresses the techniques, equipment and skills of offshore positioning and hydrographic surveying. We play an important role in setting standards and best practices in this technology-driven sector of our industry.

## Remote Systems & ROV Division

IMCA's Remote Systems & ROV Division focuses on all aspects of equipment, personnel and operations relating to robotic intervention in deep water.

# People News

## IMCA Secretariat: Appointments

2019 saw Mark Ford appointed Technical Director having joined IMCA in February 2012. His career has included over twenty-five years as a marine engineer on bulk carriers and diving support vessels, ultimately sailing to the rank of chief engineer. He has a wealth of experience in the maritime engineering field, which benefits not only the work programme of the Marine Division, but the whole technical portfolio.



In 2019 we expanded our technical expertise in recruiting two new Technical Advisers, Ali Macleod in Diving and Reza Yaghoobi in Electrical Systems. Andrea Burnley joined in April 2019 as Head of Marketing.



## IIMS Blue Water Award

Mark Ford, IMCA's Technical Director, was awarded the IIMS (International Institute of Marine Surveying) Blue Water Award for his contribution developing the eCMID Accredited Vessel Inspector Scheme. The IIMS Blue Water Award is awarded as recognition those who have helped make a significant difference to vessel assurance.



## Client and Member Engagement

The Secretariat expanded further in 2019 to bolster Member and client engagement activities with the objective of developing our engagement with oil companies and the broader industry.

The team is made up of four highly experienced industry professionals with a wealth of experience across the sector comprising of David Bloom (Europe & Africa), Darren Brunton (South East Asia), Bruce Gresham (North America) and Chris Rodricks (Middle East & India).



David joined the offshore industry in 1975 with Oceaneering, and during a twenty year career held various roles, including General Manager of the Southern North Sea and West African business units, before spending three years at McDermott Subsea as Business Development Manager in the North Sea and West Africa.

In 1998 he joined Brown & Root as UK Business Development Manager, and in the years that followed played a crucial part in a number of significant business integrations and acquisitions leading up to the merger of Acergy and Subsea 7 in 2011.



Darren became IMCA's representative in Asia-Pacific in late 2019. In this role, Darren is supporting the Association in developing its engagement across the region.

Darren's involvement with IMCA through his long term contribution to the Diving Division Management Committee and the Asia Pacific Regional Committee gives him an ideal platform from which to support IMCA's engagement programme. He understands the industry dynamics exceptionally well having lived and worked in the region for almost twenty years.



Bruce joined the IMCA secretariat in June 2018. He knows IMCA well having been a past Vice-Chairman of the Association's North America regional committee.

He has over thirty years' experience in the offshore construction industry. Bruce joined Heerema Marine Contractors in 1985 and held a wide range of executive roles in developing the company's successful market presence in North America. Bruce was also a member of the executive committee and board of directors of the influential National Ocean Industries Association in Washington DC.



Chris Rodricks is IMCA's representative in the Middle East and India. Chris was Chairman of our Middle East & India Region for 6 years until his retirement as CEO of SEAMEC in 2017.

A Master Mariner by professional background, he has a long and distinguished career in operational and management roles with leading industry names such as India Steamship, Essar Shipping, GAL Offshore, Seabulk Offshore, and SEAMEC.

# IMCA Secretariat



**Allen Leatt**  
Chief Executive



**Mark Ford**  
Technical Director



**Sandra Auld**  
Head of  
Human Resources



**Bryan McGlinchy**  
Diving Manager



**Andy Goldsmith**  
Technical Adviser  
Marine



**Graeme Reid**  
Technical Adviser  
Marine



**Reza Yaghoobi**  
Technical Adviser  
Marine



**Nicholas Hough**  
Technical Adviser  
HSSE, Offshore Survey



**Ali Macleod**  
Technical Adviser  
Diving



**Peter Sieniewicz**  
Technical Adviser  
Diving



**Phil Towers**  
Technical Adviser  
Diving



**Kester Keighley**  
Technical Assistant  
Diving



**Bruce Gresham**  
North America  
Engagement



**Chris Rodricks**  
MEI Engagement



**Chelsea Antrobus**  
Membership  
Services



**Rebecca Alam**  
Membership  
Services



**Jill Adamson**  
Accounts



**Ade Adebajo**  
IT Technician



**Adam Hugo**  
IT & Systems  
Specialist

# About IMCA



**Margaret Fitzgerald**  
Head of Marine Policy  
& Regulatory Affairs



**Andrea Burnley**  
Head of Marketing  
& Communications



**Nadine Robinson**  
Technical Adviser  
Environmental Sustainability



**Andre Rose**  
Technical Adviser  
C&T, ROV



**David Bloom**  
E&A Engagement



**Darren Brunton**  
AP Engagement



**Kayleigh Glasscock**  
Membership  
Services



**Kayleigh McFarlane**  
Membership  
Services

The International Marine Contractors Association (IMCA) is a leading trade association representing the vast majority of marine contractors and the associated supply chain in the offshore construction industry worldwide.

## Who We Are

**Our mission is to improve performance in the marine contracting industry.**

We publish industry leading standards of technical and operating guidance in key areas of safety, quality, and offshore performance. We represent our Members in dialogue with other industry bodies, regulators, oil companies and renewable energy companies.

## IMCA & Its Work

**We are an international trade association. Our Members operate in the offshore construction industry around the world.**

We exist for the benefit of our Members by promoting areas of common interest, such as health, safety, quality, environmental and technical standards.

## How We Operate

**We operate through a committee structure which addresses many different areas of technical expertise.**

Membership on our committees is by election or nomination, and we have over thirty committees and workgroups in place all working towards improving specialist aspects of performance of our industry.



**International Marine Contractors Association**

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2020-11

