Engineer Advisory

Built the hiring and seafarer career workspaces

Built hiring and seafarer career workspaces; the recorded implementation snapshot contains 151 stored functions across 48 tables for vacancies, applications, certificates, rank progression and sea time.

2025

151

stored functions behind hiring and career

Situation. The commercial argument for a maritime professional network is hiring: companies need crew and officers, and seafarers need berths. Both halves already existed on the platform in the wrong shape — companies were in the directory, professionals had profiles, and there was nothing connecting a vacancy to the person qualified to fill it. Qualification is the hard part, because in this industry it is certificates, ranks and documented sea time rather than a job title.

Task. Vacancies, applications and verifiable seafarer credentials had to be modelled properly rather than as free text on a profile.

Action. These counts describe the recorded implementation snapshot, not the current repository or a current release declaration. Two domains got built. The hiring side runs to 32 tables and 118 functions covering vacancies, applications, shortlisting and the employer's view of its candidates. The career workspace carries 16 tables and 33 functions holding certificates, rank progression and sea time, with document upload and a reviewer queue so a credential is checked rather than claimed. Modelling progression as a graph rather than a list is what makes the matching useful — a rank is reachable from another rank given certain certificates and enough recorded time at sea, and that structure is what lets a vacancy be matched against a career rather than against a

keyword. The snapshot describes the career workspace as feature-flagged and incompletely released, and the hiring side as live; it does not establish the present deployment state.

Result. A vacancy can be matched against documented qualifications instead of a self-described job title, which is the whole difference between a job board and a hiring tool in this industry. Verification is the bottleneck, deliberately — a reviewer queue does not scale the way an automated check would, and an automated check would certify people who should not be certified.

Bring this experience to your project

Use “Built the hiring and seafarer career workspaces” as a starting point for a similar challenge in your organisation. The services behind this work are available for your project. Turning what the business wants into something a developer can build, and saying out loud what is not worth building.

Explore our services Get in touch →

Look behind the result

Read the situation, decisions and result in this example. We can discuss which parts transfer to your constraints and which need another approach. Built the hiring and seafarer career workspaces — 151 stored functions behind hiring and career

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Matching people to roles by real qualifications?

Talk through your project with the engineer responsible for delivery. We agree the scope, price basis and handover in writing before work begins.

Role context: Full Stack Engineer. It draws on Backend Engineering, Full-Stack Development, Databases, PostgreSQL, Data Governance and Product & Requirements. And while you are here, we are rather good at Backend & API Development, Full-Stack Product Development, Database Design & Modeling and Product Strategy & Requirements.

Get in touch Explore our services

One piece of **a longer record** — and it is all on this site.

Every entry is written the same way: the situation, the task, what we did and what changed.

See the whole record

Define the improvement you need

Bring the decision, the people affected and the options already considered. We can make the tradeoffs explicit and leave a documented recommendation.

See what it costs Get in touch →

Matching people to roles by real qualifications?

Ask about the decisions behind “Built the hiring and seafarer career workspaces”. You will speak with the people who can explain the work and assess your own project.

Explore our services

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