

Master's Thesis Opportunity: Mental Health and Well-being of Seafarers at Ultrनाव

Are you a Master's student about to write your thesis, and are you interested in combining strategic people management, sustainability, and maritime operations in a real-world business case?

Ultrनाव International ApS is looking for one or more Master's thesis students to conduct a focused assessment of how we can further strengthen our approach to the mental health and well-being of seafarers across our organisation.

Required Research Question

The student will be expected to deliver a Master's thesis that directly answers the following research question:

How should Ultrनाव address the mental health of seafarers across its organisation, considering available tools and best practices, input from Ultrनाव crew, and the perspectives of HR and crewing teams on current pain points?

The thesis must provide a clear assessment of the current reality and translate the findings into strategic recommendations for Ultrनाव's management on how to proceed.

Scope of the Thesis

The project should include:

- A mapping of relevant tools, frameworks, initiatives and best practices available to assess and support seafarer mental health
- Insights from Ultrनाव crew to understand lived experiences, needs and current pain points, and Ultrनाव HR and crewing teams to understand organisational challenges, operational realities and existing support mechanisms
- An assessment of current gaps, opportunities and barriers
- Strategic recommendations to Ultrनाव management on the current reality and how to proceed

The outcome should help Ultrनाव understand how mental health at sea can be approached in a way that is relevant for our crews, feasible for our operations and aligned with our sustainability ambitions.

Expected Deliverables

The thesis must be completed by **end-June 2027**.

In addition to the academic thesis, the selected student or students will be expected to deliver:

- A Master's thesis answering the required research question
- A final presentation of the thesis to Ultrनाव
- A concise executive summary with key findings, implications and strategic recommendations

Who We Are Looking For

We are interested in Master's students who are curious, analytical and motivated by the opportunity to work on a real-world business challenge with both human and strategic importance.

The project may be especially relevant for students within:

- Strategic people management
- Organisational psychology
- Work and organisational studies
- Public health or mental health
- Human resource management
- Sustainability and ESG

- Maritime business or operations
- Strategy and management

We particularly welcome interest from students at CBS, KU, SDU and other Danish or international universities. Applications are not limited to these institutions.

You should be comfortable working with both qualitative input and strategic analysis, and you should have an interest in translating research into practical recommendations for decision-makers.

Why Work With UltranaV?

This is an opportunity to work with a global maritime company and contribute directly to a live strategic agenda. UltranaV operates across different sectors of the maritime industry, acting in both ship operator and ship owner roles, with a broad international presence from Chile to Denmark. As a thesis student, you will gain access to a global leader in maritime and work on a real-world business case with direct relevance to seafarers, HR, crewing and sustainability.

The project offers exposure to a global organisation with operations and stakeholders across geographies, operating in a multicultural and operationally complex environment. You will have the opportunity to explore a topic that combines people, safety, mental health, sustainability and operations, while contributing to an important part of UltranaV's sustainability agenda.

Your findings and recommendations may help influence UltranaV's strategy, priorities and future actions in an area of growing importance. The outcome of the thesis will be relayed to top management and the Board, giving the project direct strategic relevance.

About UltranaV

UltranaV is a privately owned group of shipping companies with offices in 21 countries. We operate through twelve businesses in five market segments: Tankers, gas, dry bulk, coastal trades and towage.

Through our sustainability work, we aim to safeguard the environment, foster the well-being and growth of our employees, and advance the prosperity of the communities in which we operate.

Questions and application

For questions about the thesis opportunity, please reach out to *Rabia Raja*, Head of Sustainability (UltranaV International ApS) at rabia.raja@ultranaV.dk.

Please submit your application (under CV) along with your most recent grade transcript by **30 November 2026**.

In your application, please briefly describe:

- Why you are interested in this thesis topic
- Your academic background and relevant experience
- How you would approach the research question
- Whether you are applying alone or as a thesis group
- Your expected thesis timeline and university requirements, if known