

LOGISTICS PILOT

EDITION

NOVEMBER 2025



GERMAN PORTS

WHAT SKILLS ARE REQUIRED IN TOMORROW'S WORLD OF WORK?

WE WANT YOU

Firms pursue new methods
in their search for talent

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Albers Logistik is transitioning from being a traditional road freight forwarder to becoming an import logistics company – a former apprentice is now the managing director.

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PHOTO PAGE 3: ZDS



**Florian Keisinger, Senior Managing Director,
Association of German Seaport Operators**

**PORTS – MODERN
WORKPLACES OF
THE FUTURE**

Dear readers,

The world of work in ports is in a constant state of flux. This is good, as it underlines the dynamic development taking place there. The digitalisation and automation of German port operations are therefore paramount. Their quick implementation is essential for ensuring international competitiveness. German seaport operators are well positioned in this regard, as they are market leaders in the use of technology that optimises both workflows and occupational health and safety.

This also benefits the employees, as these new technologies make their work easier. At the same time, it leads to certain tasks in some areas changing or disappearing, while new jobs in other segments are created. This phenomenon is nothing new, rather it is a side effect of every development process. We need to bridge any gaps with targeted training and professional development programmes.

The process is supported significantly by funding programmes such as “Innovative Port Technologies” (IHATEC), which supports transformation and specifically strengthens the competitiveness of seaports. One successful example is the IHATEC “Port Skill 4.0” project, which is supported by partners that include ZDS, BLG LOGISTICS, HHLA and Verdi. The training centre will provide focused training in the skills that will be needed in the future – a pioneering platform for developing the workers of tomorrow!

It is therefore crucial that the IHATEC programme endures and receives additional funding. Only this can ensure we succeed in shaping transformation responsibly and positioning seaports as future drivers of innovation for industrial applications. One thing is clear – only with modern working conditions can we have efficient ports, and efficient ports are the basic prerequisite for good jobs and a strong economy.

Best wishes, Florian Keisinger

NO STRINGS ATTACHED

Ports have had mooring bitts since the 1700s. The oldest known ones were simple wooden posts for securing ships; later, they were mostly made of cast iron, and today they are made of steel. Over time, they have been technically refined and continuously adapted to growing requirements. Automated mooring systems have been in use in ports since the early 2000s. They operate without mooring lines, are largely contactless and use vacuum pads to automate the mooring of ships. Attached to hydraulically, electrically or pneumatically adjustable gripper arms, they can “suction” the ship’s hull to secure it permanently to the berth. These modern systems have been improved continuously over the last 20 years. Today, sensors identify a ship as it approaches the quay, analysing its position data and specific ship profile to determine the best mooring unit positioning. Technical innovation is also gradually changing one of the oldest port professions – the often dangerous task of mooring has morphed from a purely physical task to a mixture of technology, control and logistics. (men) ■





Qualified trainees, students and skilled workers are in high demand in the maritime industry and logistics. LOGISTICS PILOT asked key players what employers in Bremen and Lower Saxony need to offer and which measures truly retain employees.

PHOTOS: ISTOCK/MICROSTOCK/HUBINGUP/ARTI

While new technologies are making many processes more efficient, another challenge is becoming increasingly prevalent – in recent years, finding suitable people for these jobs has become significantly more time-consuming and, in some cases, considerably more difficult. This starts with training.

Jonna Fichtner, HR Business Partner Talent Development at EUROGATE in Bremen, knows the maritime labour market in northern Germany like the back of her hand. More recently, she has mentored young talent, including apprentices, students and interns, and is currently responsible for trainees and strategic development issues.

“Young Talent often comes from the local area,” Fichtner explains. “They’ll have already completed an internship with us or will come from families that have already been working here for two or three generations. Alongside these personal connections, job fairs and schools and universities in the north are major points of contact for us.”

The company also actively searches for young talent on LinkedIn, often approaching suitable candidates directly. “We also place job advertisements on platforms like Stepstone,” reports Robin Lemke, HR Operations Partner at EUROGATE in Hamburg, whose focus is on recruiting specialists and managers, particularly for the holding company. Indeed, approaching candidates directly has proven to be more reliable and cost-effective than using recruitment consultants.

Demand is nonetheless increasing. “Due, in particular, to our major automation project and the increased volume of cargo as a result of shipping alliances, we’re hiring new employees on a larger scale – including in the commercial sector,” adds Lemke. The company does not provide specific figures, however. The number of applicants depends on the position in question. “We’ve received a large number of applications for AI-related positions.” Finding good software developers is more challenging.

“The most difficult step for young talent is making them aware that there are opportunities at the port in the first place,” Fichtner continues. This is why a “Selection Day” is held for almost all jobs at the port, so potential apprentices and degree apprentices can get a first impression. “For our IT experts, for example, the results of their work are ultimately visible on the yard. This is what generates enthusiasm,” emphasises Lemke.



“Job fairs, schools and universities in the north are major points of contact for us.”

Jonna Fichtner, HR Business Partner Talent Development at Eurogate

A responsible team player with integrity

Emphasis has shifted in recent years. “For us, personality is more important than pure skills,” states Lemke. The decisive factor is whether they fit into the team and add value to it. “We then work together to identify and develop any gaps in expertise. We don’t need a covering letter; a compelling CV will do. Plus, the trend of companies actively recruiting candidates as opposed to people simply applying for jobs is now more widespread.”

However, the answer to the skilled labour question lies not only in recruitment campaigns but also in giving people within the company a voice. This is where the “Lebenswelten J. MÜLLER” project at J. MÜLLER in Brake comes in. Trainees prepare presentations on their colleagues from different cultural backgrounds, talking about how they came to the company, their integration processes and the hurdles they faced when starting out.

The project, which came first in the 2024 “Prize for Innovative Training” (PIA), receives both professional and technical support from “Lebenswelten Wesermarsch”, a local initiative for intercultural exchange and media education. In a multiple-day workshop, the trainees learned the basics of documentary filmmaking and gained insights into both camera and editing techniques, and production processes, plus modules on social media, fake news and AI. →



“For us, personality is more important than pure skills.”

Robin Lemke, HR Operations Partner at Eurogate



“Most people have an exciting story behind them.”

Mona Bösch, trainee freight forwarding and logistics services clerk at J. MÜLLER

“I was immediately taken with the idea of learning my colleagues’ stories and discovering what makes them tick – it’s often different from what you expect,” reports Mona Bösch, a third-year apprentice in freight forwarding and logistics services. She also enjoyed working with the other trainees to organise the planning and strengthen their teamwork skills.

To participate successfully in projects like these, Bösch believes the enjoyment in learning new things and the capacity for teamwork are paramount. “Organisation, a sense of responsibility and a good feel for how to allocate tasks are also important,” she says. “These skills, combined with determination and team spirit, are crucial for successful collaboration.”

This was also a personal step for Bösch, as she learned how to edit and shoot videos and, above all, recognised that most people have an exciting story behind them. “It’s okay to be a little different,” she smiles. She feels projects like this go a long way toward retaining young talent in the company in the long term. “I also think it’s important for young people to recognise their responsibilities, something this definitely encourages.”



As part of “Lebenswelten J. MÜLLER”, trainees film portraits of their colleagues from different cultural backgrounds.

Youngsters set boundaries

Amelie Würdemann, who, in addition to her job as Global Ocean Specialist at BLS Bremer Logistic Service, is also Chair of the Board of the BHV Juniors, knows what role networks can play in recruitment. The currently almost 70 young members from Bremen’s maritime transport and logistics industry meet for monthly networking evenings and the annual Networking Bremen Calling (NBC) after-work event. In addition to discussing industry topics, these young professionals between the ages of 18 and 45 also talk about career issues.

“This offers great advantages for employers because someone from the network knows the person, which creates trust,” states Würdemann. “It’s also much cheaper for companies to find new employees through our network.” She herself has never formally applied to a company for a job other than for her training as a freight forwarding and logistics services clerk, as contact has always been established through personal conversations or events.

Würdemann is also familiar with the demands the younger generation has. “The younger generation values its work-life balance and sets clear boundaries,”



“As a freight forwarder, you have to love your job, but you also need a private life.”

Amelie Würdeman, Global Ocean Specialist at BLS Bremer Logistics Service and Chair of the Board of the BHV Bremen Port and Logistics Representative Association

she says. “As a freight forwarder, you have to love your job, but you also need a private life. Though it doesn’t apply directly to me, working from home is also important for many, especially for working mothers. The confidence to ask for this comes from the fact that the current job market allows for it. A simple fruit basket won’t cut it any more.” The younger generation also demands more flexibility on working hours. “If someone’s working on a project with Australia, then it’s best to work partly based on what time it is there, and not here.”

She also has a clear appeal to employers when it comes to further development. “It’s very important not only to make offers but also to listen to employees to find out what further training and additional qualifications are important to them,” she continues. “This could possibly involve a commitment to work for the employer for another year. Many people do their bachelor’s degree alongside their full-time job, and employers should support these employees fully.”

Nadine Hellmold, who used to run her own logistics company and who has been working as →

BETTER WORKING CONDITIONS AT SEA

“When we talk about global economic structures, we often forget about seafarers,” says Johanna Zschornack, business and human rights advisor specialising in labour rights at sea at BeN, the Bremen Development Policy Network. “International labour agreements are a plus, but precarious working conditions often still prevail, especially in the lower ranks.”

“The legal requirement at sea is six hours of work followed by six hours of rest over seven days,” she explains. “This may sound good at first, but it doesn’t include any holidays or rest days. Ordinary seafarers spend nine to eleven months on board – for those in higher ranks it’s usually three to four months. And this can mean that they don’t have any extended rest periods of more than six hours during that time.” They spend their days off and holidays at home. “However, if they fall ill, they have no social security whatsoever,” Zschornack continues.

Internet access is also a problem. “There’s often not enough bandwidth on ships, and, on the high seas, some seafarers have no access at all – or sometimes only in the captain’s mess, where they can’t have a private conversation or even a little moan about their superiors.”

However, recruitment agencies are the seafarers’ contractual partners, not the shipping companies. “I expect the shipping companies do have a great deal of influence, though,” says Zschornack. And there are things the shipping companies can implement

themselves. “Time and again, port state control inspections uncover duplicate work logs – the ‘real’ ones and ones created especially for use at inspection time,” she adds.

However, many employees are afraid to report their concerns for fear of being blacklisted, meaning their chances of being hired again are jeopardised. “What’s more, working on board is isolationary – there’s less interaction than on land. But a lot’s changing here, for example in the form of online tools,” Zschornack is pleased to report.

“The worst problems aren’t here in Europe or in North America, rather on small boats in other parts of the world,” admits Zschornack. For many in Germany, however, this concept is quite abstract. “When it comes to textiles, buyers are aware of the working conditions in countries like Bangladesh, which they can also influence. When it comes to transport, it’s difficult to use your own consumer behaviour to influence working conditions.”

The network therefore focuses primarily on providing information and raising awareness among the general public in the state of Bremen, for example by giving lectures and workshops. “We also work closely with, among others, shipping companies, port authorities such as bremenports, and trade unions such as the International Transport Workers’ Federation (ITF) and Verdi, as well as the German Seamen’s Mission.” Port tours that focus on global connections and working conditions on board are also offered. The aim



Johanna Zschornack, business and human rights advisor specialising in labour rights at sea at BeN, the Bremen Development Policy Network

is to work with politicians, business, academia and civil society to highlight global problems and seek appropriate solutions. “This requires many small steps across various channels,” adds Zschornack. bremenports has already included the issue of fair working conditions in maritime shipping in its “Sustainability Report”. (cb) □

PHOTOS: J. MÜLLER, PHOTOSTUDIO PENZ BREMEN, JOHANNA ZSCHORNACK



“It’s not fruit baskets or salaries that are decisive, but factors such as hybrid working and a sense of purpose.”

Nadine Hellmold, consultant and trainer for HR and strategy with her company Co-Check and spokesperson for the “Further training” BHV working group

a consultant and trainer for HR and strategy with her company Co-Check for over ten years, knows from both perspectives how good HR work can also be successful in small and medium-sized maritime industry and logistics companies. “I see myself as my clients’ external human resources department,” she says. “You have to have the sensitivity and understanding for how important this is.”

One example is the etiquette seminars she offers to BHV members. “These are very well received.” A central topic is informal or formal address. “Many companies want to be hip and communicate externally using informal language,” Hellmold says. “This often makes youngsters unsure about how to behave appropriately internally. Another change is that the concept of ‘ladies first’ no longer exists. Today, hierarchy is the form of address.”

Crucial at the moment is permanent staff retention – to do that, the workers must identify with the company. “Authentic, sincere values that are actively practised are key,” Hellmold indicates. “My advice is to build emotional loyalty to your company among existing staff.” This also helps to encourage more employees to adopt responsibility. “Many companies are lacking in this area.”

People often misunderstand what modern leadership is. “Instead of imposing decisions from above, today it’s about coaching employees, being a mentor and developing and promoting team members individually,” says Hellmold. “It’s not fruit baskets or salaries that are decisive, but factors such as hybrid working and a sense of purpose. If you want

employees to be enthusiastic about your company in the future, you have to focus on cooperation – personal relationships are crucial to success.” She therefore advises investment in soft skills and taking employees’ needs seriously. “That’s decisive.”

Green recruiting

Miriam Charif, Head of HR at PTS Logistics in Bremen, also confirms that sustainability is becoming an increasingly important factor in recruitment. “Green skills are becoming increasingly important for us in the logistics sector, as sustainable processes are both ecologically and economically relevant.” Even today, during the recruitment process PTS checks whether applicants demonstrate awareness of resource conservation and efficient processes. “In the future, such skills will be a decisive factor in remaining competitive and achieving sustainability goals together,” says Charif.

“Practical content is already being used during training to anchor sustainability skills, such as the efficient use of resources and environmentally friendly processes,” she continues. In its further training, the company addresses current topics such as basic ESG regulations, CO₂ reduction and reusable or recyclable packaging solutions, and promotes the exchange of experiences within the team. During the induction phase, huge importance is attached to sensitising new colleagues to the company’s sustainability goals early on and actively involving them in projects – the motto is “involve them early to make it happen”. Intensive exchange with customers and at networking events such as ENVOCONNECT is also important. “Only together can we master the transformation by developing and implementing ideas for green logistics.” (cb) □

“Green skills are becoming increasingly important for us in the logistics sector.”

Miriam Charif, Head of HR at PTS Logistics. Spokesperson for the “Recruiting young talent and skilled workers” BHV working group



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PHOTOS: BRITTA GOTTSCHALK PHOTOGRAPHIE, ALEXANDER FANSLAU/FANSLAU PHOTOGRAPHIE

PORT VS AUDITORIUM – STARTING OUT IN LOGISTICS

Logistics offers a number of career opportunities – from direct entry into the field to a more academic path. Choosing the right path for you depends entirely on your personality and goals. Considering a few questions beforehand can help you achieve your goal. Juliane Bellstedt has completed her training as a shipping agent and works as an operations manager at SAL Heavy Lift. Markus Ahlfeld, Head of Human Resources at Lloyd Werft, describes how different the career paths can be, the experiences that shape them and the advantages and disadvantages of training vs studying.

“In the port and in logistics, a great deal of flexibility is required.”



LOGISTICS PILOT: What advice would you give young people looking to pursue a career in port operations or logistics? Should they focus on vocational training or academic studies? Or is a degree apprenticeship the best compromise?
MARKUS AHLFELD: Vocational training is often a good starting point for young people, as it provides practical experience and integration into the labour market. However, a degree offers deeper theoretical knowledge and can pave the way for more demanding management positions. Whether a degree apprenticeship is considered a good compromise naturally depends on each individual's plans for their future career. It can also be a great “end goal”, especially as we continue to support our degree apprenticeship students if they progress to Master's level, for example. Degree apprenticeships have become very well established over the last two decades

and are an interesting alternative, as they offer the best of both worlds, combining early practical experience with an academic qualification.
JULIANE BELLSTEDT: I would recommend exploring the many opportunities and areas of activity in the industry as thoroughly as possible. I think vocational training is more useful than a degree for getting started in logistics.

LOGISTICS PILOT: In your opinion, are there reasons for or against vocational training?
AHLFELD: Vocational training has the advantage of being practice-oriented, offering a quick start to a career and, especially today, often providing good opportunities for permanent employment. The disadvantages are that you may acquire less theoretical knowledge and have fewer career advancement opportunities compared to those with a degree. However, not everyone can or should complete a degree, as Germany's industrial base depends on well-trained skilled workers. Without them, I believe Germany's future as an industrial hub would be at risk.
BELLSTEDT: In my view, the practical experience you can gain in two-and-a-half to three years is a clear argument in favour of training. As soon as you leave school, you have the opportunity to immerse

MARKUS AHLFELD
Head of Human Resources, Lloyd Werft

JULIANE BELLSTEDT
Operations Manager at SAL Heavy Lift

yourself in a whole new world, take on responsibilities and tackle real and important tasks very quickly. This is quite different from still having to write theoretical assignments or create PowerPoint presentations for the classroom. Another clear advantage of vocational training is that, once you're finished, you can move straight into a permanent position – sometimes with high levels of responsibility. Of course, this also means that you earn a normal salary from the off. Finally, we shouldn't forget that in shipping, vocational training is often more useful than a business administration degree or similar. I'd even dare to say that a trained shipping agent would have a much easier time accessing certain roles than someone with a bachelor's degree.

LOGISTICS PILOT: Ms Bellstedt, you made a conscious decision to pursue vocational training. Why?
BELLSTEDT: Well, I was interested in shipping and practical experience rather than academic study. I had already been helping out in my parents' business while I was at school and always enjoyed working more than sitting in classrooms for hours on end. And I firmly believe that vocational training offers the perfect opportunity to launch your career and that companies in logistics value practical experience.

LOGISTICS PILOT: In your opinion, what are the advantages and disadvantages of a degree course or a degree apprenticeship?
AHLFELD: A degree course or degree apprenticeship has the advantage of providing in-depth theoretical knowledge and offering better career prospects with higher salary prospects. Plus, compared to a “normal” degree programme, a degree apprenticeship combines theory with practice and provides financial support from the company. The disadvantage is that a university-level degree takes longer than an apprenticeship, so you may gain less practical experience. I'd say an academic degree is useful for people who aspire to a management position or who want a deep understanding of processes.

LOGISTICS PILOT: What skills and qualities should prospective employees have if they want to succeed in the port or logistics sector?
BELLSTEDT: Fundamentally, I believe flexibility is one of the most important qualities. Shipping is such a



“I think vocational training is more useful than a degree for getting started in logistics.”

dynamic environment – no two days are the same, and you have to be prepared to adapt quickly to new situations.
AHLFELD: Above all, prospective candidates should have organisational skills. In the port and in logistics, a great deal of flexibility is required. Of course, practical/ technical understanding and being good with your hands are also essential. You should also be a team player, independent, persistent and enjoy this type of work. If you really want something, you can move mountains. [\(js/bre\)](#) □

CAUTION! DEDICATED LOGISTICS EXPERT AT WORK

Steel pipes are being loaded onto a lorry for an importer.

For nearly twelve years, Albers Logistik in Varel has been undergoing an impressive transformation process, from a traditional road freight forwarder to import logistics company. This development is closely tied to the name Pascal Müller, who initially joined the company as an apprentice and most recently was appointed the managing director.

At the end of 2011, Pascal Müller started his freight forwarding and logistics training at Albers Logistik, a course he had begun with a different company that unexpectedly had to file for bankruptcy. Within two years of successfully completing his training at Albers Logistik and his promotion to executive assistant, the management offered him the opportunity to develop the company's warehouse logistics from the ground up. Shortly before, in 2013, Albers Logistik had acquired a brickworks in Varel with a warehouse space measuring 7,000 square metres in size, which would, in a sense, kick off the activities of the years to come. "I was actually planning to explore the big wide world after my training and

go abroad. But I just couldn't miss out on this exciting challenge," recalls Müller. He then developed a comprehensive set of measures for developing warehouse logistics and transforming the company from a traditional road freight forwarder to an import logistics company one step at a time. He then went on to complete a training course in transport management at the German Academy of Foreign Trade and Logistics (DAV) in Bremen. "I view a combination of training and practical experience in road transport management as the best-possible springboard to a logistics career in the SME sector," says Müller with full conviction. "I had the opportunity to implement a wide range of logistics

projects and put my own stamp on them, which was truly exciting." The fact that Albers Logistik is a family business was a huge benefit. "That ultimately translates to much shorter chains of command and faster decision-making," says Müller. With his active support, Albers Logistik was able to expand its warehouse space in Varel from 7,000 to 37,000 square metres today in several stages. This required the purchase of another two sites in the town on Jade Bay in 2016 and 2025, which means there are now three different locations there. Many new buildings have been constructed on these sites and continuously updated to meet the latest environmental standards – whether it is office buildings and workshops fitted with geothermal technology and heat pumps, an in-house vehicle wash facility featuring multi-stage water treatment, or a five megawatt photovoltaic system installed on the roofs. "As far as I'm aware, it's the largest system of its kind installed on the grounds of a logistics company," says Müller. "With these investments and our broad portfolio of services all from a single source, from customs clearance to road delivery, we have developed into a unique logistics partner serving the route between the container terminals in Bremerhaven and Wilhelmshaven." Out of sheer excitement for this project, Müller nearly forgets to mention the fact that he was promoted to Authorised Officer for multiple companies in this 2019 phase and that the shareholders appointed him Managing Director of Albers Logistik, as the successor to Jörg Albers, on 1 July this year. He is more interested in underscoring the dynamism of the ongoing transformation process with figures. "When I started the project, we had around 80 lorries and fewer than a hundred importer containers. The fleet has since dropped to 20 lorries, while the number of our import containers has expanded to 4,000. Plus, there are around 4,000 additional containers that we transport regionally for our customers," says Müller. He goes on to say that this development has brought him



Thanks to a large five-megawatt photovoltaic system on the roofs, Albers Logistik's sustainable approach is also visible from above.

very close to his self-imposed aim, which is to achieve a ratio of transport sales to logistics sales of 50:50 for the Varel location. But he refuses to rest on his laurels. In fact, he has already added many additional projects to his to-do list for the next few years. For example, the company will be expanding its in-house warehouse space by another 8,000 square metres by the end of 2027 – for a total space of 45,000 square metres. He also plans to respond to the trend of improving sustainability at Albers Logistik by electrifying its fleet of lorries, with ten charging stations and storage facilities already in preparation. And, of course, he hopes to pass on his excitement for logistics to the next generation. "I've invested around 15 years of energy, hard work and focus in the job. And it has certainly paid off, as I've enjoyed a lot of variation in my work, plenty of joint projects with other people and a great local team in return," Müller adds.

FACTS

ALBERS LOGISTIK

TAKEOVER OF THE SITE
1984

CORE ACTIVITIES

Port logistics, retail logistics, e-commerce, container transport, value-added services, customs clearance

START OF WAREHOUSE LOGISTICS
2013

EMPLOYEES
100

LORRIES
20

IMPORT CONTAINERS
approx. 4,000

EXISTING WAREHOUSE SPACE
37,000 square metres

More information:
www.alberslogistik.de



Pascal Müller was appointed Managing Director of Albers Logistik Varel on 1 July 2025, which is exactly where he started his freight forwarding and logistics training in late 2011.

BYE TO BOOMERS – HI TO AI!

Remote working, flexible working hours, part-time and post-retirement working models – the world of work is rapidly changing. Artificial intelligence is increasingly taking over routine tasks, making it more difficult for youngsters to get a foothold in the job market. AI could also ease the pressure on the job market, provided it is trained with the baby boomers’ know-how before they retire. At least the human workforce retains one cherished routine: the communal coffee break. (men) □

Coffee break

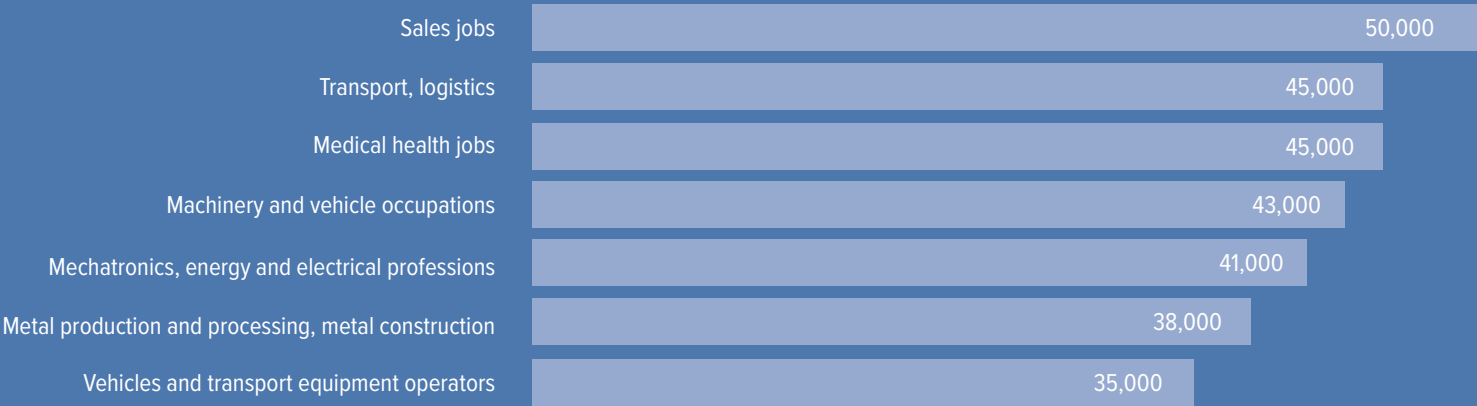
Total cups of coffee drunk in German offices

approx. 25,540

every minute.

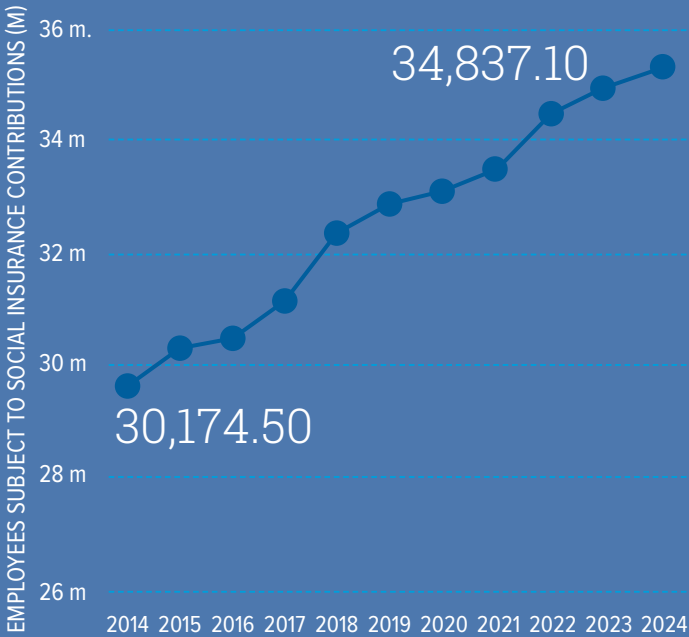


Occupational groups with the most vacancies reported to the federal employment agency on the primary employment market in Germany in August 2025



No. of employees subject to social insurance contributions

IN GERMANY FROM 2014 TO 2024

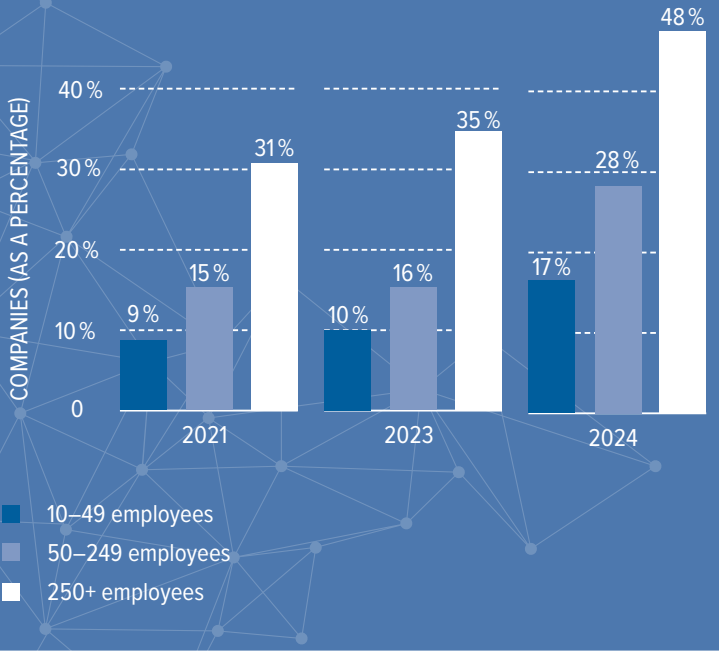


Trends in 2024

Full-time employment	-0.5 %
Part-time employment	+2.0 %
German employees total	-0.6 %
Foreign employees total	+4.9 %

Companies using artificial intelligence

IN GERMANY FROM 2021 TO 2024





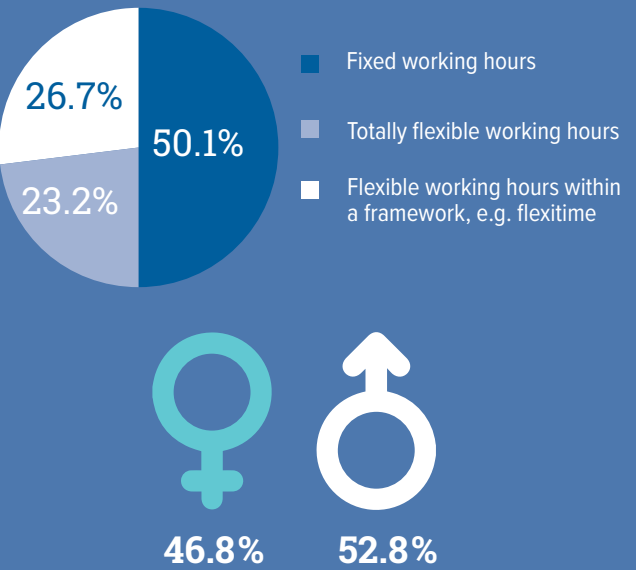
According to the “**Qualification and careers in the future**” research project, around **4 million** jobs will disappear by **2040**, compared with **2023**, and **3.1 million** jobs will be created.

Worked days

In 2025, there was a total of **248.1 days worked**, on average, 0.7 workdays fewer than in 2024 – the lowest figure since 2019.

The highest figure, **with 252.8 days**, was recorded in 1990; the lowest figure at **246.9 days** was recorded in 1991. For every day not worked means that GDP drops by around **0.1%**.

Limited flexible working



Working population with flexible working hours, by occupation

IN 2024

Executives	84.2 %
Academics	67.3 %
Office staff, commercial employees	60.2 %
Technicians and non-technical professions	54.1 %
Skilled workers in agriculture and fisheries	54.1 %
Tradesmen and related professions	31.5 %

Home-based

Employees in Germany spend, on average, **17 per cent** of their working hours working from home, although there are large differences between sectors:

IT industry	58%
Management consultants	50%
Construction and catering trade	2%
Industry	10%



READY TO TACKLE THE FUTURE

What does a port logistics specialist need to be capable of today and in the future? There is no denying that automation and digitalisation will change port operations and require new skills. German seaports have responded with the “PortSkill 4.0” project and are in the process of setting up a digital test and training centre (DTTC), where the necessary skills can be taught with a focus on practical application.

“Port operations will look different in the future than they do now,” says Ulrike Riedel, member of the board and Labour Relations Director at BLG LOGISTICS and member of the Social Policy Committee of the Association of German Seaport Operators (ZDS). “We need to be ready for that and take advantage of the opportunities provided by this transformation.” But government funding for the “Innovative Port Technologies” (IHATEC) programme has been restricted exclusively to promoting technical innovations and testing new structures.

With *maritimes kompetenzzentrum* (ma-co) at the helm, the port industry therefore worked with associations like the ver.di services union and the ZDS in 2018 to develop initial concepts for a people-centred initiative and ensure that even education projects are eligible for funding under the IHATEC programme. A consortium was formed in 2020, with members like Hamburger Hafen und Logistik AG (HHLA), BLG LOGISTICS, EUROGATE and PatientZero Games, a specialist in virtual learning and training environments. “PortSkill 4.0 is the first and, as of yet, only IHATEC project to put people front and centre,” explains consortium coordinator and ma-co Managing Director Gerrit Küther. “We involve the staff in the process, which allows them to work safely and effectively in the new structures.”

Acquire the skills of tomorrow today

The project team began by determining which areas of expertise skilled port trades will require in the future, says Küther. “It was an iterative process. Initially, we evaluated scientific literature on future skills, including those in other industries.” Then the team interviewed port experts and HR managers at different companies. Analysis was accompanied by World Economic Forum reports. “And then we applied the findings to the ports,” explains Küther. “The biggest challenge was ensuring a good fit. Is an assessment too general, or does it truly



“Port operations will look different in the future than they do now.”

Ulrike Riedel, member of the board and Labour Relations Director at BLG LOGISTICS and member of the Social Policy Committee of the Association of German Seaport Operators (ZDS).

apply to our specific port context?” This process is ongoing and can be adapted as necessary.

Based on a maximum-impact scenario, the team then assessed which processes could be fully automated technically speaking and what a terminal might look like with consistent implementation. “We then broke this picture down to social factors, as not everything technically feasible is socially and ethically justifiable or viable in an existing ecosystem,” says Küther. After that, the team analysed current job profiles and qualification content and drew from that the areas of expertise that will be necessary in the future. This phase lasted around a year and a half.

It is still unclear what the terminals of the future will actually look like, which is what BLG Managing Director Riedel views as the biggest challenge. “Automated terminals do exist, but they’re all so different in terms of design,” she says. “Generally speaking, job profiles are shifting from purely operational tasks towards management and planning – with a greater emphasis on IT skills.” Someone who operates machinery today will one day compile information, evaluate deviations and stabilise operations.

Riedel does not believe that automation will fully replace people. “People need to and should get systems up and running,” she emphasises. Automation and digitalisation improve planning and efficiency at the terminals. “For us as an employer, it’s about working with people, not against them, and creating the conditions that will allow them to fulfil their roles safely.”

Training scenarios are implemented, monitored and managed at the control station.



Using the remote simulator, people learn to operate container gantry cranes from inside the remote control station.

PHOTOS: FREEPIK, BLG LOGISTICS, MA-CO GMBH

DIGITALISATION

Learning at the digital test and training centre

“We developed the necessary training scenarios in the next project phase,” explains Küther. The aim was to develop for a pilot stage the IT landscape and the physical equipment for a digital test and training centre (DTTC) in a space measuring around 150 square metres at HHLA Container Terminal Altenwerder (CTA). “Because we’re still in the required pilot phase, only the project partners HHLA, BLG and EUROGATE are currently using it to validate training scenarios.”

Following completion of the project at the end of 2025, it should also be available to all other participants in the maritime sector. “We’re planning marketability for the second quarter of 2026,” explains Küther. Target groups include the staff at German port companies, but will one day be extended to schools, vocational training, the Employment Agency, job centres and other participants in the maritime sector.

“We visualise processes with virtual reality technology and computer simulations in order to teach work processes – even across multiple functions,” explains Küther. For that, the DTTC offers 3D training simulations with augmented reality (AR), virtual reality (VR) and mixed reality (MR) equipment, as well as video walls, control stations and units, and both digital and physical access. One special feature is the VR treadmill on a movable platform, on which users can move around safely in the virtual world. Plus, there is the remote simulator by Liebherr, which enables preparatory training courses in a controlled simulation room – and is gaining relevance, as both HHLA at CTA in Hamburg and EUROGATE in Wilhelmshaven have already introduced the first remote-controlled container bridges in Germany.

But the DTTC will provide the opportunity to develop and expand on more than just future areas of expertise like technical knowledge, IT skills, and methodological and social competences. “What’s especially in high demand are soft skills like problem solving, an openness to change, resilience and communication skills,” says Küther. “And you can improve those there, too.”

New career paths can also be tested at the training centre. Riedel has observed that “it’s often technical employees with many years of experience who are unaware of the career steps available to them”. “Our digital test and training centre minimises obstacles and reduces reluctance because there’s no need to be afraid of doing something wrong or damaging something there. Here, employees have the opportunity to try new things in a safe environment. And if you make a mistake, simply push Reset.”

The centre is also suitable for recruiting young talent. “Many people have outdated ideas in their head. Here, we visualise the port of the future and highlight the appeal of modern technology,” says Riedel. With technology and tasks changing so quickly, the learning content is continuously expanding. But there is one thing that she thinks will never change: “People are better than machines at managing people.”

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Networked learning in the virtual space brings together fields and job profiles in the port industry.

More information:

www.portskill.de
www.ma-co.de

PROJECT INFORMATION

TITLE

“PortSkill 4.0” project – training hub for German port companies – development of a digital test and training centre (DTTC) for companies and staff in the German port industry.

DURATION

4 years, from December 2021 to 30 November 2025

BUDGET

3.2 million euros, financed in part by the “Innovative Port Technologies II” (IHATEC II) funding programme of the Federal Ministry of Transport and Digital Infrastructure (BMVI) – since the change in government, the Federal Ministry for Digital and Transport (BMDV)

PHOTOS: MA-CO GMBH



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“PortSkill 4.0’ is the first IHATEC project to put people front and centre.”

Gerrit Küther, consortium coordinator and ma-co Managing Director



ARRIVE. ANCHOR. ACT.

Integration is and remains a challenge. But there are also success stories – for example, how the maritime industry and logistics in Bremen and Lower Saxony open up new paths for refugees and integrate them into the labour market.

The Wilhelmshaven example reveals how logistics in the region can be a central pathway to employment for refugees. According to statistics of the Federal Employment Agency for transport and logistics occupations, a total of 3,037 employees subject to social insurance contributions were registered at the end of 2024, including 130 refugees, which represents a share of 4.3 per cent.

That is well over the city average of 2.1 per cent and means that one fifth of all refugees employed in Wilhelmshaven work in this field. Warehousing is responsible for the largest share, employing 92 people with a refugee background (7.4 per cent). There are six people with refugee status employed in the field of road freight transport (2.3 per cent) and another six in crane and lifting equipment operation (1.5 per cent), which is also due to the Employment Agency. “In addition to consulting, we also offer lots of opportunities for qualification, language support and training,” explains Katharina Schmauder, spokesperson for the Oldenburg-Wilhelmshaven Employment Agency. “And we help companies with employee qualification, recruitment and funding – for example, in the form of an integration subsidy.”

A few examples highlight just how important it is for companies to train, hire and support refugees. For around three years, Kuehne+Nagel in Bremen has employed Olga Syvak, who hails from Odessa, Ukraine,



Olga Syvak

as Sea Logistics Operational Care Specialist, Documentation. After acquiring her master’s degree in logistics and transport management at Odessa National Maritime University, she worked in land transport until the start of the war.

English as a work language simplifies entry

She found her way to Kuehne+Nagel half a year after her arrival in Germany through one of her husband’s private contacts, who suggested that she apply there. “I was lucky because I was able to start out in English,” she says in fluent German, which has been her work language for the past year. Her area of responsibilities has also grown. “I’m now more involved in operations, confirm orders and see to customs declarations,” says Syvak, who would like to stay in Germany. She says that the experienced team and the support were particularly helpful for her integration into the company. She recommends that newcomers first learn to speak German.

Her colleague Marharyta Redvanska, who also comes from Odessa and holds the same position in a parallel department in Bremen, was herself already very well



Marharyta Redvanska

acquainted with the logistics industry, having acquired two master’s degrees at Odessa National Maritime University – one in logistics and another in transport management. At the end of March 2022, she fled Ukraine with her husband and their daughter, who at that time was just under a year old, and headed for Lower Saxony, home to her husband’s parents. She found a LinkedIn profile to help her with applications – Kuehne+Nagel was the first of multiple large-scale logistics companies to respond.

Redvanska, too, is now more involved in operations and speaks German so well that she uses it more and more often alongside English in her work. “No one should be afraid of speaking German,” she says. It can also be helpful to step outside of your comfort zone and engage with people beyond the refugee community from your home country, she says. And “you should never compare your old life with your new one.

In Ukraine we say, ‘God blesses those who do not fear new challenges’.”

Tips and support for integration

Unlike the two Ukrainians, Shuayb Haydari from Afghanistan, who in August started a training course in metalworking for construction at J. MÜLLER, and Gvantsa Likhava from Georgia, who is in the second year of her training course in computer science with a focus on software development, are both still at the beginning of their careers.

“My job coach is the one who told me about J. MÜLLER and recommended the company. And researching the training course myself is what piqued my interest,” says Haydari. Likhava learned about the training course at J. MÜLLER from her German teacher, who also helped her with her application. “I’ve always been interested in computer science and am fascinated by the combination of IT and logistics, which is why I made the decision to begin my training here.”

But they are both fully aware of just how difficult it is to integrate. “The language was initially a huge challenge, especially the technical terms in the application process,” says Likhava. But she soon realised that patience and the support of others would help her overcome these obstacles. “The most difficult part for me was the cover letters because, in my home country, you almost never need an application for vocational trades. You just have to prove your abilities,” says Haydari.

When asked what has helped them settle in at the company, they both emphasise the importance of their colleagues. “My team is a great help to me, as they teach me a lot and answer my questions,” says Haydari. “Community and integration are important.” Likhava emphasises “my colleagues’ openness”, which has made her feel welcome from the very start.

The two of them have set ambitious goals for their future careers. After his training, Haydari plans to continue working at J. MÜLLER and then qualify as a master craftsman. After her apprenticeship, Likhava plans to study computer science.

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Shuayb Haydari



Gvantsa Likhava



GERMAN PORTS LAUNCH DIGITAL RELEASES

BREMEN Since October, the digital release of container imports has been carried out using the German Ports IT platform "Secure Release Order" (SRO). The first stage began on 1 October with shipping companies releasing their containers without a PIN. Forwarding agents, importers and transport companies will be included in the second stage by 2 November. From 3 November, usage will be mandatory at two terminals initially – one in either Bremerhaven or Wilhelmshaven and one in Hamburg. From 17 November, this will gradually be expanded to all other terminals.



BUILDING OF A LARGE SHIP BERTH STARTS

EMDEN A new mooring facility is underway in Emden for larger cargo vessels. In August, Lower Saxony's Minister President Olaf Lies (3rd from left) and Environmental Minister Christian Meyer (2nd from left) gave the green light for the 70-million euro project with a symbolic pile-driving ceremony, thereby emphasising the special political significance of the construction measure that is part of the Ems master plan. The mooring facility for large vessels, approx. 337 metres in length, covers a terminal area of roughly 23,200 square metres and is due for completion by late 2027. It will be able to accommodate large car carriers even at low water levels.

TRANSSHIPMENT UP BY FOUR PER CENT IN FIRST HALF YEAR

OLDENBURG The nine seaports in Lower Saxony were able to increase their maritime transport transshipment to 27.7 million tonnes in the first six months of 2025, up by four per cent year-on-year. This was reported by Seaports of Niedersachsen in August. At 664,685 TEU, container handling rose by 122 per cent during the first half year 2025 compared to the same period in 2024. As regards non-containerised general cargo handling, the Lower Saxony seaports recorded a 11 per cent rise to approx. 3.7 million tonnes. The rise in project cargo contributed to this result. At 844,826, new vehicles handled represents a growth of three per cent in this cargo segment. Handling of solid bulk goods rose by eight per cent to just under 6.4 million tonnes. By contrast, liquid bulk goods handling fell by 21 per cent to 11.7 million tonnes.

DOUBLE AWARD FOR EPAS

EMDEN In September, Ems Ports Agency and Stevedoring (epas) was named a 2025 finalist by the Oskar Patzelt Foundation at the "Grand Prize for SMEs" and was presented with the audience award. The reason for this was as follows: "epas has done a magnificent job in establishing itself as an indispensable player in the maritime industry. By combining technological pioneering spirit, sustainable corporate management and a clear commitment to social and ecological values, the company sets standards – regionally, nationally and internationally". Timo Siebahn, epas' Managing Director (2nd from left) received the award.



HUGE INVESTMENTS IN THE HINTERLAND CONNECTIONS

BREMEN The Ports of Bremen are planning substantial investments in their hinterland connections to secure competitiveness and actively promote ecological change in the port industry. "The hinterland connection is the backbone of our ports," emphasised Robert Howe, Managing Director of bremenports. "By kicking off with these projects, we are creating the prerequisites to meet the growing demands of our customers, secure supply and delivery chains and, at the same time, further increase the share of climate-friendly rail transport."



PORT AND INDUSTRIAL EXPANSION BOOST

CUXHAVEN The Ports and Shipping Working Group of the CDU parliamentary group in the Lower Saxony state parliament visited the Cuxhaven site in late August. Representatives of the Cuxhaven Port Association (HWG) showed them how much the city has changed in recent years. They also visited the Siemens Gamesa plant, symbolic for the rise and structural change of the city. Cuxhaven's mayor Uwe Santjer emphasised the importance of the port areas, and Siemens Gamesa plant manager Christian Ettl stated: "For us, this port link is indispensable."

CHANCELLOR MERZ VISITS THE BLG GROUP

BREMERHAVEN In early October, German Chancellor Friedrich Merz (3rd from left) paid his inaugural visit to the Bremen Senate and took the opportunity to gain an impression of the efficiency of Bremen's ports at the BLG Autoterminal and EUROGATE Container Terminal Bremerhaven. The visit focussed on the importance of seaports for the German economy, the energy transition and security of supply. The Federal Chancellor was accompanied by the President of the Bremen Senate, Andreas Bovenschulte, Bremen's Senator for Economics, Ports and Transformation, Kristina Vogt, the Lord Mayor of the City of Bremerhaven, Melf Grantz, Matthias Magnor, Board Chairman of BLG LOGISTICS, and Michael Blach, member on the BLG Board and EUROGATE Group Managing Director, as well as other representatives from the worlds of politics and business. Merz emphasised: "I am impressed by the efficiency of this site. The port of Bremerhaven is indispensable for global trade and a strategically important location - not only for Germany but for the entire European Union."



CLEAR APPEAL ON 58TH CAPTAIN'S DAY

BREMEN Around 300 guests from the shipping industry, business and politics came to the 58th Bremen Port Conference in the UpperTown Hall held by the Bremen Senate and BHV - Bremische Hafen- und Logistikvertretung. Guest of honour was Dr Christoph Ploß, member of the German government and Federal Government Coordinator for the Maritime Economy and Tourism, and Kristina Vogt, Bremen's Senator for Economic Affairs, Ports and Transformation. BHV Executive Committee member Dr Patric Drewes emphasised in his opening speech: "Our ports are not just regional transshipment centres, they are lifelines for the entire country. They secure supply, competitiveness and prosperity." The traditional banquet was once again the stage for clear messages – including the fact that the ports of Bremen will not be able to guarantee their role as an international hub without much greater funding by the German government.



QUALITY WITH A SEAL

OLDENBURG In September, NPorts and JadeWeserPort Realisierungsgesellschaft received DIN ISO 9001:2015 certification for quality management for the third time in a row. "Being certified for the third time proves that we are always working to fulfil high standards, even in the face of changes and new requirements," stated NPorts Managing Director Holger Banik (left). The first certification took place in 2019. This process takes a total of three years, during which NPorts and JWP-R have faced the scrutinising eyes of the external auditors from TÜV.



BREMEN RANKS TOP ONCE AGAIN

BREMEN The oldest freight village in Germany, GVZ Bremen, is the best in Europe. This was confirmed by the authors of the German GVZ Association in the new GVZ ranking at the end of August. With 405 out of a possible 442 points, the Bremen freight village was the only freight village to exceed 400 points. Kristina Vogt, Bremen Senator for Economic Affairs, Ports and Transformation: "The result impressively shows how successfully we combine logistics, innovation and sustainability. The trimodality of the Bremen site with good road, rail and water connections makes the GVZ a European hub."

PHOTOS: DAKOSY, ANDREAS BURMANN, BREMENPORTS, SABINE KUNZ, HOLGER GRABESCH, BLG LOGISTICS, NPORTS, GVZ, BHV

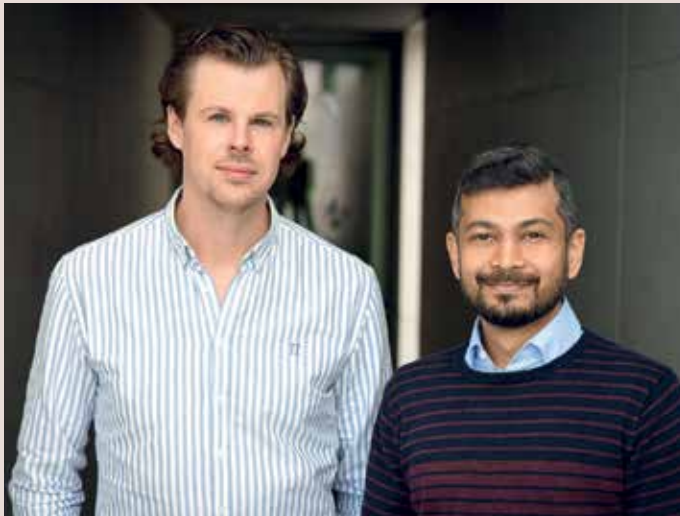
“REDEFINING CREW LOGISTICS”

In 2021, Niklas Weidmann and Narayan Venkatesh founded the maritime tech start-up Tilla, with the aim of modernising and digitalising crew change management in merchant shipping.

Weidmann and Venkatesh, both of whom hail from Berlin, have since developed a digital, AI-based platform that makes it possible to plan, monitor and continuously optimise the entire crew change process. From ship schedules, crew data and port agency information to real-time flight data and travel requirements, all the relevant data sources are integrated into the system through application programming interfaces (APIs). Based on all the data entered and machine learning algorithms, the system then recommends the best location and time for the crew change. “There are around ten million crew changes in the shipping industry every year. A majority of the coordination is done manually and in a fragmented manner by phone, email or Excel, which ultimately leads to inefficiency and high costs,” explains Weidmann, who describes Tilla by contrast “as a specialised end-to-end solution with proven added value”. The start-up’s platform has already won over many customers in five countries, including Essberger, Peter Döhle Schiffahrts-KG, Stödig Ship Management, Wilson Ship Management and Seatrade, all of whom value the increased efficiency and cost transparency provided by Tilla. And the start-up has been enjoying a wave of success with its investors, too. In fact, the start-up announced at the end of July the support of the two investors Motion Ventures and EXMAR, who have invested a combined two million euros in the project. “That has increased our total financing since our foundation to four million euros,” says Weidmann. “In addition, both of the investment companies are key players in the maritime industry and have the expertise and networks to support Tilla in its next phase of growth,” he adds, pointing out that EXMAR was a Tilla customer before making the decision to invest in July.

Accordingly, Weidmann and Venkatesh’s vision is clearly defined. As they put it, they plan to “redefine crew logistics from the ground up” and transform Tilla into the global market leader in crew logistics. In their pursuit of this strategy, the two founders have expanded their team to 18 employees over the past four years. “I’m confident that we’ll have around 25 employees by the end of the year. We’re looking to expand the team particularly in product and software development, sales and customer support to satisfy the growing interest in Tilla,” says an optimistic Weidmann.

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Niklas Weidmann (left) and Narayan Venkatesh have been developing Tilla since 2021 – and thus a new form of crew logistics.

PHOTOS: ISTOCK/MD MAMUN OR RASHID, TILLA

SUCCESSFUL FIRST SIX MONTHS

BREMEN The ports of Bremen were able to increase total seaborne cargo transshipment by 5.3 per cent to 32.6 million tonnes during the first six months of 2025 compared to the same period in 2024. Container handling was up by 8.8 per cent to 2.4 million TEU, while the handling of bulk goods rose slightly by 0.5 per cent. At 600,000 vehicles, handling in Bremerhaven was virtually on par with the previous year despite the prevailing weakness in German car exports. For non-containerised general cargo, bremenports reported a six per cent rise to a total of 28.7 million tonnes, including 1.4 million tonnes of vehicles. This positive result was partly influenced by the rise (six per cent) in dry bulk handling to around 3.4 million tonnes. At 550,000 tonnes, Bremen recorded a 23.7 per cent fall in the handling of liquid bulk goods – this trend is echoed in many European ports.

PROMOTING THE CONSTRUCTION OF A SECOND BASCULE BRIDGE

EMDEN Plans for a second railway bascule bridge in Emden are set to take off again. Christoph Ploß, Maritime Economy Coordinator for the German government, and Gitta Connemann, CDU Member of Parliament, emphasised this goal during a visit to the Emden Port Development Company (EHFG). The bridge is particularly important for vehicle handling in the port "because all vehicles transported by rail pass through this bottleneck – both for exports and imports to the European market," explained EHFG Deputy Chairman Manfred de Vries.



PHOTOS: BHW, EHFG, CHRISTIAN ECKERT, SEAPORTS OF NIEDERSACHSEN



OUTFITTING IN BREMERHAVEN

BREMERHAVEN As announced by the City of Bremerhaven, the "Disney Adventure" docked at Columbuskaje in Bremerhaven in early September. The cruise ship was built at the Meyer shipyard in Wismar. The Lloyd Werft in Bremerhaven is now taking over the outfitting of the ship, including the entire interior furnishings. The ship will be docked in Bremerhaven for roughly a month. According to the Meyer shipyard, this is the largest cruise ship ever built in Germany. The "Disney Adventure" is due to remain in Bremerhaven until mid-October.

33. Niedersächsischer Hafentag



LOWER SAXONY STRENGTHENS SEAPORTS

BRAKE The state of Lower Saxony is investing heavily in its seaports to make them fit for the future. This is budgeted at 375 million euros for the current year, of which 200 million euros are intended for a new jetty for liquefied gases (LNG) in Wilhelmshaven, which will also be used to handle hydrogen and its derivatives in future. A further 175 million euros have been earmarked to modernise, digitise and adapt Niedersachsen Ports' infrastructure to global warming, including the expansion of berths, for example in Wilhelmshaven and Cuxhaven. At the same time, the state of Lower Saxony is focusing on new trade agreements and closer economic relations with countries in South America, Eastern Europe and Central Asia, in order to tap into promising business opportunities. German ports, logistics companies and exporters could thus strengthen their position internationally - especially supply chains outside the established markets. "Despite all the uncertainties, we see ourselves on the right track," said Seaports Managing Director Inke Onnen-Lübben in her opening speech at the 33rd Lower Saxony Ports Day in Brake in early September.

JOINT AGENDA FOR PORT INVESTMENTS

BREMEN The Weser Day 2025, which took place in late September, focussed on the joint investment agenda under the guiding theme of "Investments in Bremen and Lower Saxony's seaports - cooperation between the public and private sectors". Björn Fecker, Mayor and Senator for Finance of the Free Hanseatic City of Bremen, called for greater involvement by the German government in the financing of port infrastructure: "Seaports are the backbone of Germany as an export nation, as they guarantee added value and jobs." Colonel Thomas Geßner emphasised the idea of "dual use": "Our North Sea ports are economic centres and, above all, they are strategic hubs of our security." Threats such as sabotage, cyberattacks, drones, disruptions to the energy supply and manipulation are real. Uwe Beckmeyer, former Parliamentary State Secretary, who hosted the event, added: "Cooperation is not the antithesis of competition, it is the driving force."

VIP VISIT TO THE PORT OF BRAKE

BRAKE In late July, Matthias Wunderling-Weilbier (centre), State Secretary at the Lower Saxony Ministry of Economic Affairs, Transport and Construction, and Katrin Rosenberg (right), Deputy Head of Division for Ports, Shipping and Shipbuilding, visited the seaport of Brake to see current developments. They were accompanied by Holger Banik, MD of NPorts, and Christian Helten, Branch Manager of NPorts in Brake, as well as Jan Müller, Board Chairman at J. MÜLLER, and Uwe Schiemann, Press Spokesman at J. MÜLLER Weser, who provided them with all the necessary information.



PORT INFRASTRUCTURE FINANCING TO BE REORGANISED

BERLIN At the German Transport Forum's Parliamentary Evening on Ports and Shipping in mid-September in Berlin, Matthias Magnor, DVF executive committee member and CEO of BLG LOGISTICS GROUP, called for far-reaching reforms. The financing of port infrastructure, expansion of seaward access routes and hinterland connections as well as the supply of sustainable fuels are important. These goals cannot be achieved without federal funding from the special fund. Waterways need to be redeveloped more quickly and funding increased - contrary to the 2026 draft budget.



JETTY TO BE REBUILT

BREMERHAVEN On 23 September, the Senate took the decision to rebuild the "Nordmole" in Bremerhaven. The new jetty, 280 metres long and seven metres wide, will have a round jetty head. It will replace the one that collapsed in 2022, which had protected the Geeste outer harbour and access to the fishing harbour for more than 100 years. It will cost 32.2 million euros. Kristina Vogt, Senator for Economic Affairs, stated: "With the new northern jetty, we are permanently securing access to the fishing harbour - the core of the shipping, fishing and the maritime economy in Bremerhaven."



HAPAG-LLOYD LAUNCHES JUBILEE CONTAINER

WILHELMSHAVEN The EUROGATE Container Terminal Wilhelmshaven (CTW) achieved one million standard containers (TEU) handled in a year for the first time since it opened 13 years ago. According to the company, the millionth container of the year was loaded in mid-September. To mark this, politics and business representatives came to Wilhelmshaven, including Grant Hendrik Tonne, Lower Saxony's Minister of Economic Affairs and Kai Stührenberg, State Councillor for Ports in the State of Bremen, which is a stakeholder in CTW. The container was delivered by Hapag-Lloyd, and the logistics company Gebrüder Weiss ordered it.

J. MÜLLER TAKES OVER SULPHUR TERMINAL

BRAKE On 1 June, J. MÜLLER SE took over the sulphur terminal in the seaport of Brake from SulServ International. As part of a reorganisation process, SulServ decided to withdraw from the operating terminal business. The facility, which has an annual handling capacity of more than 500,000 tonnes, is now operated by J. MÜLLER Weser. "The takeover will enable us to manage the terminal ourselves in future, develop it further in a targeted manner and expand it as an efficient building block in our logistics chain," said Manuela Drews, Managing Director of J. MÜLLER Weser.



VOGT CHRISTENS BLG'S MOBILE PORT CRANE "FRIEDA"

BREMERHAVEN In August, a new mobile port crane was christened "Frieda" by Kristina Vogt, Bremen's Senator for Economics, Ports and Transformation, at BLG Autoterminal Bremerhaven. The five-million euro Liebherr LHM 550 crane, invested by BLG LOGISTICS, has a lifting capacity of up to 154 tonnes and a radius of 54 metres. With a tare weight of 440 tonnes, the crane is also ideal for the requirements of modern heavy-duty loading. The crane also represents ecological progress: with ten powered axles, it can be used flexibly and can be operated with shore power. "With the new crane, Bremerhaven can show what the port can do: more weight, more reach, more flexibility. BLG's investment strengthens the location, especially in heavy cargo handling," said Vogt. Previously, 150 readers of the Nordseezeitung had submitted their name suggestions for the crane. The jury, comprising employees of BLG LOGISTICS and the newspaper, decided on "Frieda" – which represents the German abbreviation for "Functional Shunting Crane for Industrial Unloading and Dynamic Applications".



ADDICKS & KREYE RELIES ON "OPERATEMYBOX"

BREMERHAVEN Addicks & Kreye Container Service GmbH & Co. KG in Bremerhaven signed a software licence contract for the "operateMybox" cloud platform from EUROGATE IT for the "Depot Operations" module. The solution has already been successfully implemented at Remain in Hamburg and enables the digital mapping of central depot processes such as container handling, warehouse management, repair, maintenance, invoicing and reporting. The goals are greater efficiency, more transparency and further automation potential.

SVEN WELLBROCK TAKES OVER BLG AUTOTRANSPORT

BREMEN On 1 October 2025, Sven Wellbrock took over the management of BLG Autotransport GmbH & Co. KG and is in charge of the transport and rail divisions. Wellbrock has held various management positions in the VTG Group for over 20 years, including Chief Operating Officer and Chief Safety Officer. "With Sven Wellbrock, we are gaining a proven expert in multimodal logistics," emphasised Axel Krichel, member of the management board and COO of the BLG Group. His long-term experience in the rail segment will significantly strengthen BLG.



TOM BRODERSEN NEW MD AT J. MÜLLER

BRAKE Tom Brodersen took over as MD of J. MÜLLER Chartering GmbH on 1 September. The 42-year-old shipping expert has almost 20 years of experience in the industry, ten of which as a managing director. He will be assisted by Clemens Sommerfeld, Karsten Bolles and Jörg Lampe, the latter two are company authorised signatories. Brodersen intends to further develop the company as an independent broker and establish it in the market. "With Tom Brodersen, we have gained a highly competent industry expert who will strategically develop J. MÜLLER Chartering GmbH and firmly establish it in the market," emphasised Sommerfeld.



APPLY FOR FOURTH BHV PROJECT LOGISTICS AWARD

BREMEN The BHV – Bremische Hafen- und Logistikvertretung – has said that it will again be including the "Project Logistics Award" as part of LogisticsConnect. After the successful launch in 2025, the congress trade fair focussing on breakbulk and project logistics will take place at the Congress Centrum Bremen on 5-6 March 2026. BHV is calling on companies from industry, trade and logistics services to submit innovative project or breakbulk logistics projects. Applications must be sent digitally to BHV by 13 February. Company size and headquarters are irrelevant. However, it is important that significant parts of the service were provided in the ports of Bremen or in the city state of Bremen. For more details on the call for applications: www.bhv-bremen.de.

PHOTOS: DAKOSY, DEUTSCHES VERKEHRSFORUM, BJÖRN LÜBBE, BREMENPORTS, J. MÜLLER, BLG LOGISTICS, ADDICKS & KREYE, MARIANNE LINS

2025/26

SAVE THE DATE

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MAR

5. – 7. 11. 2025	HTG Congress www.htg-online.de Münster, Germany
9. 11. 2025	Excursion to the Lune Plate www.bremenports.de Bremen, Germany
11. 11. 2025	BHV-Hafencub www.bhv-bremen.de Bremen, Germany
11. – 13. 11. 2025	Transport Logistic Americas www.tl-americas.org Miami, USA
19. 11. 2025	Hafen trifft Festland www.jadeweserport.de Budapest, Hungary
20. 11. 2025	LOGISTICS TALK www.bremenports.de Stuttgart, Germany
3. – 6. 3. 2026	LogisticsConnect www.logistics-connect.de Bremen, Germany

Numerous exciting events have been announced and are planned. However, there may still be short-term postponements after the editorial deadline. The information published here is subject to change. We would recommend that you check again shortly before the event is due to take place, for instance on our website www.logistics-pilot.com/event-kalender/





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The male gender is usually used in LOGISTICS PILOT for depicting persons in general or people-related nouns in order to simplify legibility. These terms apply in principle to all genders in the sense of gender equality. Any abbreviation used in this respect has only been done for editorial reasons and does not reflect any judgement.



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- Kapazität steigt um 44 % auf 547.000 TEU
- 8 x 700 Meter Ladegleise
- 2 neue, umweltfreundliche Portalkrane
- Umrüstung 2 bestehender Krane
- Inbetriebnahme Ende 2026
- Next step: Automatisierung

infrastruktur.oebb.at/terminals

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FÜR MORGEN.
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