Case Study

SPOTSHIP

How Spot Ship Hired in Under 30 Days and Saved 89% with Remote Staffing Solution

Brought to you by:

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PENBROTHERS | Humanizing Growth

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Who is Spot Ship?

Spot Ship is a next-gen maritime logistics platform built to streamline dry bulk shipping for brokers, charterers, and shipowners. By combining AI-powered analytics with an intuitive interface, it helps users make faster, smarter, and greener decisions in vessel selection, route planning, and freight negotiations.

Headquartered in Lisbon, Spotship reduces decision time by up to 90% while improving accuracy and sustainability. Trusted by leading maritime players, it's accelerating the industry's digital transformation and supporting global efforts to cut emissions.

The core services of Spot Ship are:

- Smart Vessel Matching
- Real-Time Market Intelligence
- Sustainability Optimization Tools

Location

UK

Industry

Transportation & Logistics

Portfolio

5 million + AIS vessel updates

weekly

Year Established

2019

The Challenges

Talent Gaps and Productivity Pressures

- **Increasing Need for Data Encoders**

  Sourcing people locally for administrative tasks would require more resources from Spot Ship's end such as time, cost, and focus which can be allocated more strategically.

- **Ensuring Productivity in a Remote Setup**

  Spotship needed to ensure strong performance from a distributed team without in-person supervision.

The Solutions

Tailored Offshore Staffing and HR Support

- **End-to-End Hiring and HR Management**

  Penbrothers provided Spotship with a complete hiring and HR operations solution, handling recruitment, payroll, tax compliance, and employee benefits. This allowed Spotship to scale efficiently without the overhead of setting up local HR infrastructure.

- **Fast, High-Quality Talent Endorsements**

  With Penbrothers' consultative hiring approach, Spotship received top candidate endorsements quickly, speeding up recruitment and filling key roles quickly.

- **Structured Onboarding and Performance Alignment**

  Penbrothers supported Spotship's remote team with clear onboarding processes, defined KPIs, and ongoing guidance, ensuring remote hires were set up for success from day one.
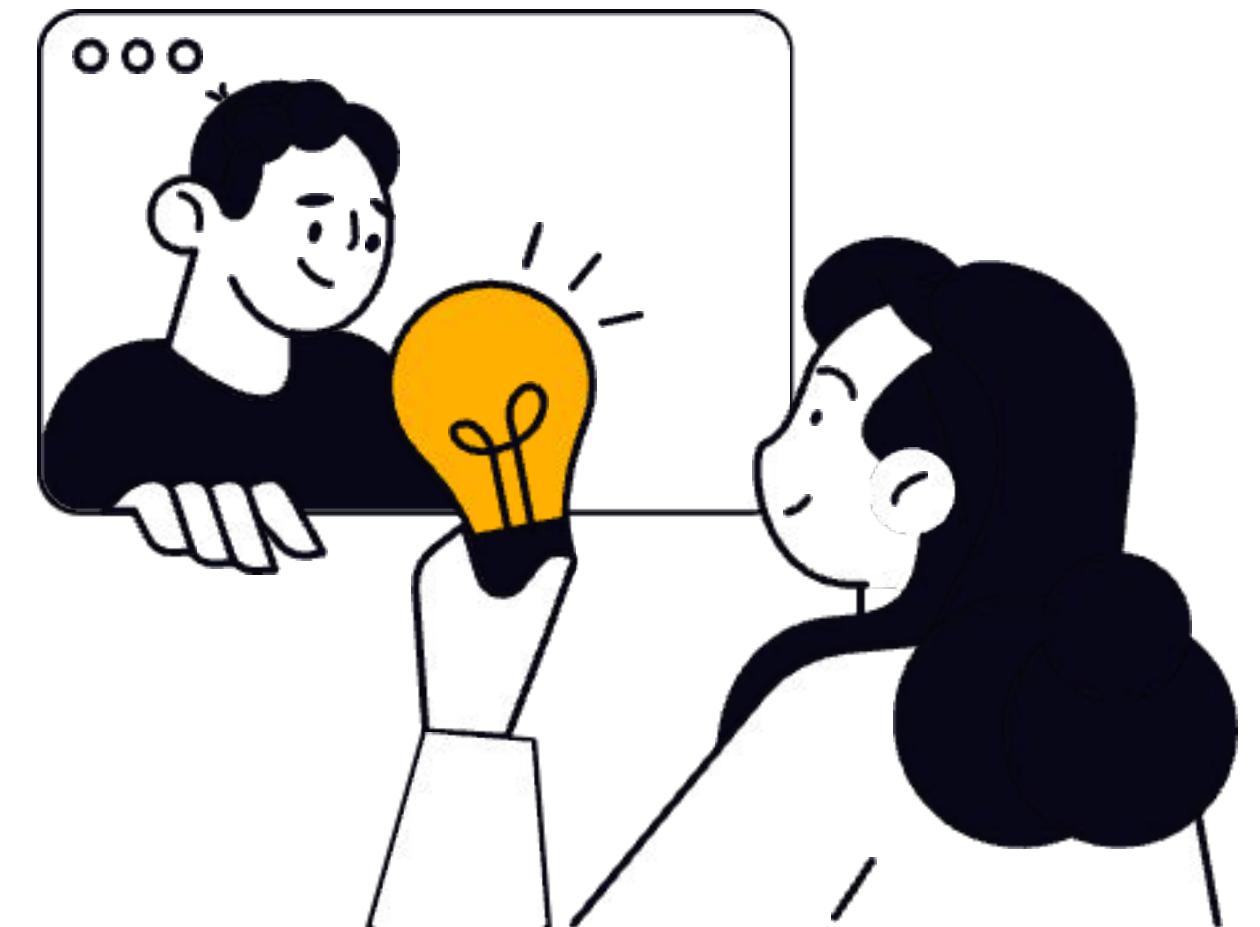
The Results

89% Savings and Faster Hires with Offshore HR Support

- **Boosted Productivity**

  Remote team members consistently delivered strong results, significantly increasing overall team output.

- **Faster Hiring Turnaround**

  Penbrothers enabled quick talent endorsements, allowing Spotship to fill roles in less than 30 days.

- **89% Average Cost Savings**

  Spotship reduced hiring costs by an average of 78% per role through offshore staffing with Penbrothers.

The Analytics

Headcount Growth

150

138

129

100

50

44

25

14

3

2021   2022   2023   2024   **2025**
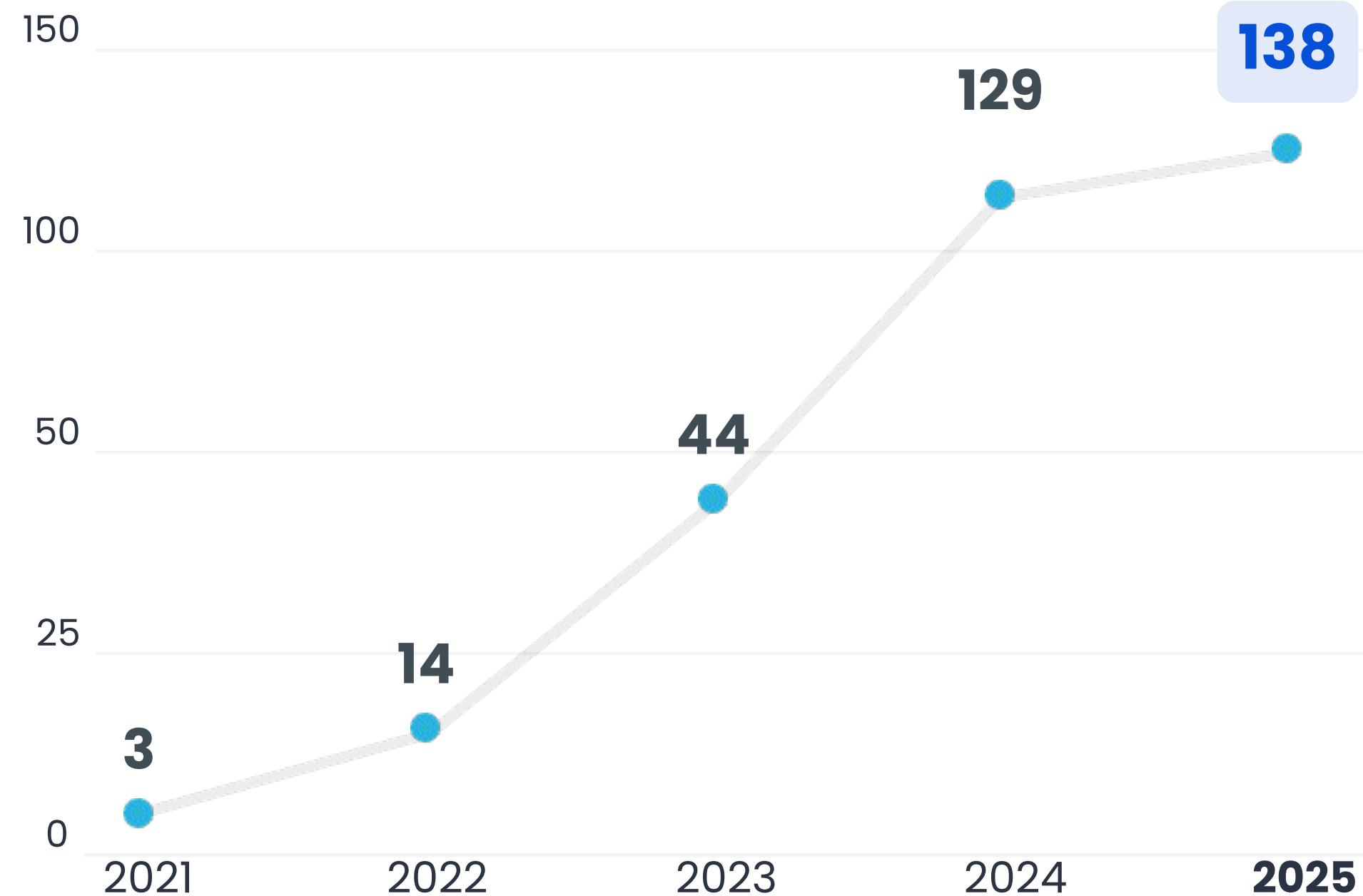
2024 Salary Cost Savings

89%

138
HEADCOUNT

138
HEADCOUNT

USD 7,819,500

USD 855,968

USD 6,963,532

Hired in the US

Hired with Penbrothers

Annual Savings

(US Fully Loaded)

(Penbrothers Fully Loaded)
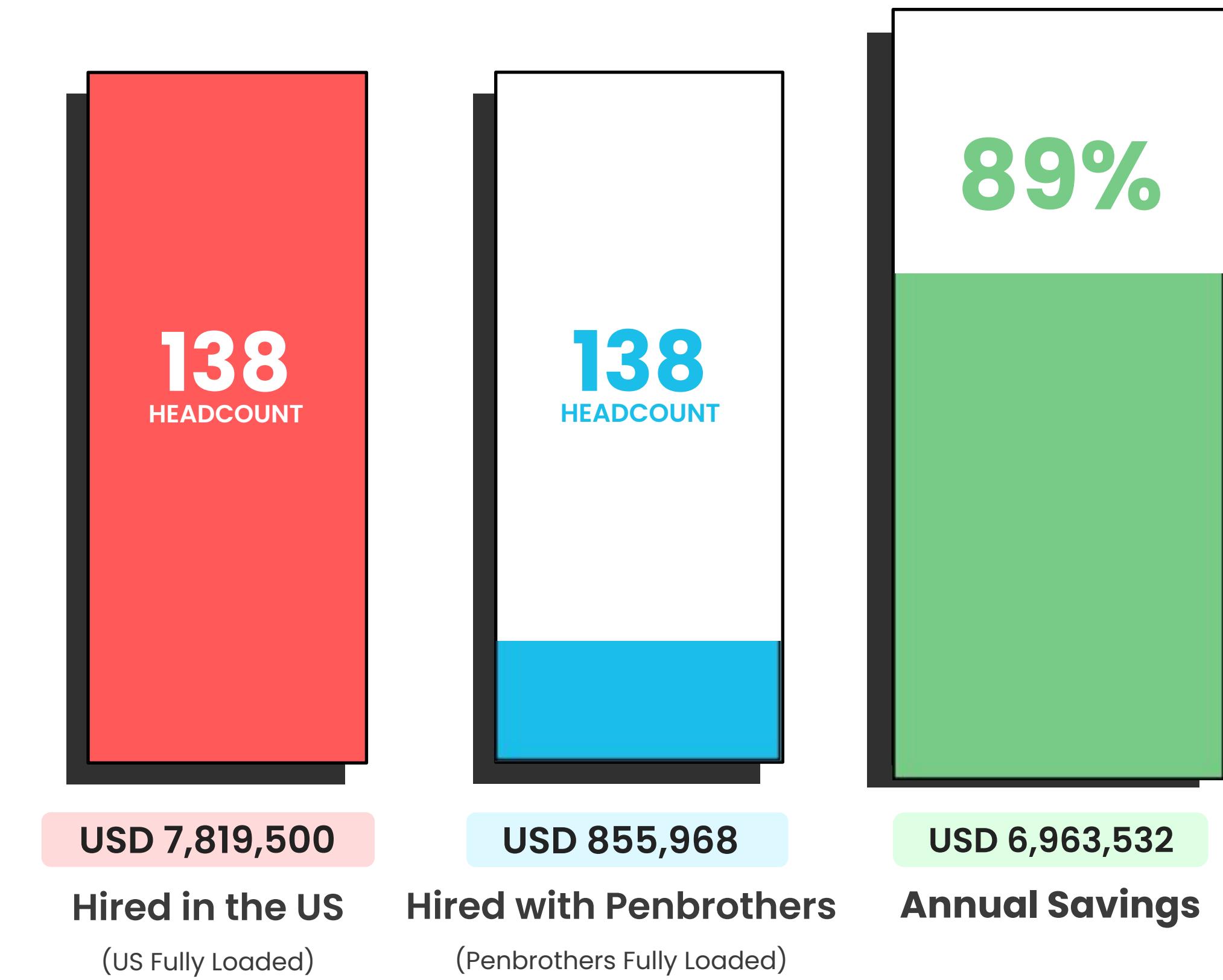
Testimonials

"We had a growing need for encoding data and sourcing people locally for administrative tasks would require more resources on our end. We wanted to hire a team for a specific task that can be sourced out quickly and for a fraction of the cost.

We also wanted to increase our productivity levels without compromising professionalism. We found exactly that with Penbrothers. The quality of their endorsements and quick turnaround time for hiring are impressive!"

Henry Waterfield
Founder & CEO, Spot Ship

Grow Faster and Smarter.

Accelerate hiring and cut costs with a scalable remote staffing solution

Talk to Us

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