



# Employee Journey Roles / Pay Map



<b>C3</b> Captain 3	Hourly Pay Band	Day Rate Pay Band	<b>PW Up To:</b> <b>\$1,321*</b>
	\$77.15 \$62.15	\$1080 \$870	

**Licenses & Prerequisites:**  
• All Captain 1 items +  
• 500 GRT Master, Oceans w/ Master of Towing

**Vessel Proficiencies:**  
• "Tow anything, anywhere in the world, on any boat, with any crew"  
• Pathfinder- Lead crews when starting new jobs. Identify safe routes, SOP's, efficiencies, proper notifications and training of all other crews  
• Deadship rigging and towing including design of towing package

**Compliance:**  
• Experience creating SOP's and commissioning new vessels  
• Well versed in completing external and internal audits, as well as building audit criteria to improve the Curtin Standard  
• Proven track record of performance in the VMS, as well as training of others in its use and function

**Leadership & Management:**  
• Experience managing drydockings and repairs  
• Proficient in performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on commissioning  
• "Take a dark dead boat with nothing on it, and get it ready to work!"  
• Ability to act as your own project manager. Interacting/ managing customers, agents, Curtin Shoreside Team, etc.  
• Complete required performance evaluations.

<b>C2</b> Captain 2	Hourly Pay Band	Day Rate Pay Band
	\$62.15 \$53.58	\$870 \$750

**Licenses & Prerequisites:**  
• All Captain 1 items +  
• STCW Med PIC (preferred)

**Vessel Proficiencies:**  
• Skilled operation of all vessels in the fleet

**Compliance:**  
• Experienced in auditing and proactively completing corrective actions  
• Thorough understanding of Sub-M, ABS, and USCG requirements  
• Attend and lead crews and vessels through audits and inspections

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>C1</b> Captain 1	Hourly Pay Band	Day Rate Pay Band
	\$53.58	\$750

**Licenses & Prerequisites:**  
• All Mate 3 items +  
• 200 GRT Master, Near Coastal w/ Master of Towing or

**Vessel Proficiencies:**  
• 500 GRT Master Near Coastal w/ TOAR  
• STCW Master 500 GT, Near Coastal (preferred)

**Compliance:**  
• Inland and Coastwise towing and voyage planning (tow wire, push, hip, working in current)  
• Proper use of tow pins, surge chain, tow wire etiquette, VHF radio etiquette, various lines/ rigging, etc.

**Leadership & Management:**  
• Proficient in operation of VMS  
• Understanding and compliance with Curtin Standard  
• Thorough recordkeeping

**Ownership of vessels; assign projects and hold all accountable**  
• Maintain professionalism with Curtin staff, regulatory bodies, customers, agents, crews, etc.

<b>E5</b> Engineer 5	Hourly Pay Band	Day Rate Pay Band	<b>PW Up To:</b> <b>\$1,364*</b>
	\$62.50 \$57.15	\$875 \$800	

**Licenses & Prerequisites:**  
• All Engineer 4 items +  
• DDE Any HP - 500 Ton  
• STCW OICEW (preferred)

**Responsibilities & Goals:**  
• Same as Engineer 4.

**Vessel Proficiencies:**  
• Skilled operation of inland tugs and push boats, coastal tugs, working in current, etc.

**Compliance:**  
• Advanced crew management skills. Ability to assist in large projects and drydocking management

**Leadership & Management:**  
• Take ownership of vessel and crew by assigning projects to crew and holding yourself and crew accountable  
• Maintain inventories, complete outstanding tasks and VMS items in a timely manner  
• Follow and enforce The Curtin Standard  
• Maintain professionalism with Curtin staff, regulatory bodies, customers, agents, crews, etc.

<b>E4</b> Engineer 4	Hourly Pay Band	Day Rate Pay Band	<b>PW Up To:</b> <b>\$1,364*</b>
	\$57.15 \$53.58	\$800 \$750	

**Licenses & Prerequisites:**  
• All Engineer 3 items +  
• DDE Any HP - 500 Ton  
• STCW OICEW (preferred)

**Responsibilities & Goals:**  
• Skilled at high level in engineering/ troubleshooting/repair of all vessel systems.  
• Heavy repair experience including overhauls, etc.

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>E3</b> Engineer 3	Hourly Pay Band	Day Rate Pay Band
	\$53.58 \$46.43	\$750 \$650

**Licenses & Prerequisites:**  
• All Engineer 2 items +  
• DDE 1000  
• STCW-RFPEW (preferred)

**Responsibilities & Goals:**  
• Engineer on all vessels, including ocean tugs  
• Ability to figure out basic engineering systems on board a new boat.

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>E2</b> Engineer 2	Hourly Pay Band	Day Rate Pay Band
	\$46.43 \$39.29	\$650 \$550

**Licenses & Prerequisites:**  
• All Engineer 1 items +  
• STCW Basic Training  
• MMC-QMED/Oiler

**Responsibilities & Goals:**  
• Skilled in Deckhand 1-3 duties

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>E1</b> Engineer 1	Hourly Pay Band	Day Rate Pay Band
	\$39.29 \$32.15	\$550 \$450

**Licenses & Prerequisites:**  
• All AE 2 items  
• Passport  
• QMED/Oiler (preferred)  
• STCW Basic Training (preferred)

**Responsibilities & Goals:**  
• Assistant or sole engineer on tugs  
• Basic knowledge on electrical, hydraulic, pneumatic, mechanical systems  
• Tow winch operation  
• Clean/maintain engine room  
• Basic proficiency in Vessel Management System (VMS)  
• Take ownership of assigned vessels  
• Manage Deckhands on projects  
• Partner with captain to plan work while underway

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>AE Assistant Engineer 2</b>	Hourly Pay Band	Day Rate Pay Band
	\$30.36 \$21.43	\$425 \$300

**Licenses & Prerequisites:**  
• MMC - OS/Wiper  
• CG Med Cert  
• All AE 1  
• AWS weld qualification (preferred)

**Responsibilities & Goals:**  
• Troubleshoot and repair diesel engines and propulsion systems  
• AC/DC Electrical troubleshooting and repair

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>AE Assistant Engineer 1</b>	Hourly Pay Band	Day Rate Pay Band
	\$19.00	\$266

**Licenses & Prerequisites:**  
• Application submitted for MMC (Wiper)  
• CG Physical & drug test  
• TWIC  
• All Labor 3 items

**Responsibilities & Goals:**  
• Perform fluid changes on diesel and gas engines  
• Troubleshooting of yard equipment  
• Basic Welding/Plumbing/Pipe fitting  
• Crane rigging  
• 110 and 12 volt electrical work  
• Assist Port Engineer in capital projects/repowers/overhauls

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>L3</b> Labor 3	Hourly Pay	<b>Knowledge &amp; Skill:</b> See Labor 2
	\$19.00	

<b>L2</b> Labor 2	Hourly Pay	<b>Knowledge &amp; Skill:</b> See Labor 1
	\$17.00	

<b>L1</b> Labor 1	Hourly Pay Band	<b>Knowledge &amp; Skill:</b> See Labor 1
	\$16.00	

The Labor positions are designed to provide a foundation of skills necessary to fill our skilled/licensed jobs. How fast you advance is up to you. The position starts as Labor 1 and moves through Labor III. Following this development period, if all requirements are met, the position opens into an opportunity to train in other positions within the company. Curtin Maritime hires laborers who are looking to quickly advance through hard work, dedication, and a positive mental attitude. **This position is ideal for anyone looking to train and advance in tug and barge industry.**

Average time spent in Labor 1 position is 2 weeks.



Note: The Prevailing Wage (PW) rate displayed is determined by the contract of certain projects which Curtin Maritime performs where PW is required. The PW rate's displayed above are not guaranteed, but instead, are intended to be used as an example of the pay you can expect to receive when working on a West Coast PW project, respectively for that position and only when the type of work performed is covered by PW rules.

<b>M3</b> Mate 3	Hourly Pay Band	Day Rate Pay Band	<b>PW Up To:</b> <b>\$1,321*</b>
	\$53.58 \$47.15	\$750 \$660	

**Licenses & Prerequisites:**  
• All Mate 2 items +  
• VSO  
• STCW BRM Training (preferred)  
• STCW OICNW 500 Ton, Near Coastal (preferred)

**Responsibilities & Goals:**  
• Same as Engineer 4.

**Vessel Proficiencies:**  
• Skilled operation of inland tugs and push boats, coastal tugs, working in current, etc.

**Compliance:**  
• Advanced crew management skills. Ability to assist in large projects and drydocking management

**Leadership & Management:**  
• Take ownership of vessel and crew by assigning projects to crew and holding yourself and crew accountable  
• Maintain inventories, complete outstanding tasks and VMS items in a timely manner  
• Follow and enforce The Curtin Standard  
• Maintain professionalism with Curtin staff, regulatory bodies, customers, agents, crews, etc.

<b>M2</b> Mate 2	Hourly Pay Band	Day Rate Pay Band
	\$47.15 \$38.58	\$660 \$540

**Licenses & Prerequisites:**  
• All Mate 1 items +  
• Complete DH training manual  
• STCW Proficiency in Survival Craft  
• STCW Advanced Fire Fighting (preferred)  
• STCW Med Care Provider (preferred)

**Responsibilities & Goals:**  
• Skilled at high level in engineering/ troubleshooting/repair of all vessel systems.  
• Heavy repair experience including overhauls, etc.

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>M1</b> Mate 1	Hourly Pay Band	Day Rate Pay Band
	\$38.58	\$540

**Licenses & Prerequisites:**  
• Passport  
• 200 GRT Mate, Near Coastal w/ Mate of Towing or 500 GRT Mate, Near Coastal w/ TOAR  
• MROP FCC License  
• Radar Unlimited  
• STCW Basic Training  
• CG Medical Cert

**Responsibilities & Goals:**  
• Skilled in Deckhand 1-3 duties

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>W3</b> Lead Welder/Fitter	Hourly Pay Band	<b>Knowledge &amp; Skill:</b> Training of Level I / II on procedures • 6G of 2" and 6" pipe • Understanding classification standards (ABS Weld Test) • Maintain a valid MMC • AWS NDT Certification
	\$50.00 \$30.00	

**Licenses & Prerequisites:**  
• Seam Welder  
• Mirror Welder  
• Pre-Heat / Cool Down temps  
• Dye  
• Run all machines, all process, all metals.  
• Master Welder

**Responsibilities & Goals:**  
• Understand weld schedule  
• Weld layouts  
• Shipyard competent person training  
• Stainless Steel  
• ABS 93/4G certification  
• Obtain USCG Qualified Member of The Engineering Department (QMED) licensure

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>W2</b> Welder 2	Hourly Pay Band	<b>Knowledge &amp; Skill:</b> Welding Mark Up Tools • Welding Machines • Carbon Arc • Plasma Cut • 1/1G • FCAW • Oxy fuel cutting
	\$30.00 \$25.00	

**Licenses & Prerequisites:**  
• 80-120 inches of welds an hour (wire/MIG)  
• 40-50 inches of welds an hour (stick)  
• Deck Plate (no seams)  
• Lead Welder, when needed  
• Aluminum Welds  
• Tig Welding  
• Interpret prints

**Responsibilities & Goals:**  
• Understand weld schedule  
• Weld layouts  
• Shipyard competent person training  
• Stainless Steel  
• ABS 93/4G certification  
• Obtain USCG Qualified Member of The Engineering Department (QMED) licensure

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>W1</b> Welder 1	Hourly Pay Band	<b>Knowledge &amp; Skill:</b> Welding Mark Up Tools • Welding Machines • Carbon Arc • Plasma Cut • 1/1G • FCAW • Oxy fuel cutting
	\$25.00 \$19.00	

**Licenses & Prerequisites:**  
• Prepping for Welder II / III  
• Flat / Deck Plate Welds (60-100)  
• Proper Tack Welds / Placement  
• Basic Stick Welding  
• Basic Welding (inner shield) (60-100)

**Responsibilities & Goals:**  
• Understand weld schedule  
• Weld layouts  
• Shipyard competent person training  
• Stainless Steel  
• ABS 93/4G certification  
• Obtain USCG Qualified Member of The Engineering Department (QMED) licensure

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>BM Barge Master</b>	Hourly Pay Band	Day Rate Pay Band	<b>PW Up To:</b> <b>\$1,364*</b>
	\$85.72 \$71.43	\$1,200 \$1,000	

**Licenses & Prerequisites:**  
• Master of Towing Vessels, 200GRT, Oceans

**Responsibilities & Goals:**  
• Safety of crew, equipment, and environment  
• Ensuring all personnel involved in the barge operation receive detailed job briefing prior to commencement of work

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>DC Dredge Captain</b>	Hourly Pay Band	Day Rate Pay Band	<b>PW Up To:</b> <b>\$1,364*</b>
	\$78.58 \$57.15	\$1,100 \$800	

**Licenses & Prerequisites:**  
• Master of Towing Vessels, 200GRT, Oceans

**Responsibilities & Goals:**  
• Safety of crew, equipment, and environment  
• Ensuring all personnel involved in the barge operation receive detailed job briefing prior to commencement of work

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>D3 Deckhand 3</b>	Hourly Pay Band	Day Rate Pay Band	<b>PW Up To:</b> <b>\$1,305*</b>
	\$33.93 \$28.57	\$475 \$400	

**Licenses & Prerequisites:**  
• All DH 2 items  
• AB Special (MT only)  
• STCW RFPNW (preferred)  
• OSHA 30 (Dredge only)  
• Qualified Rigger (Dredge only)  
• DH training manual  
• STCW Proficiency Survival Craft (lifeboat)

**Responsibilities & Goals:**  
• Identify maintenance needs & plan projects to address them  
• Experienced in use of vessel management system  
• Ability to run deck and lead the deck crew

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>D2 Deckhand 2</b>	Hourly Pay Band	Day Rate Pay Band
	\$28.57 \$21.43	\$400 \$300

**Licenses & Prerequisites:**  
• All DH 1 items  
• MMC - Ordinary Seaman  
• CG Medical Cert  
• Passport  
• STCW Basic Training

**Responsibilities & Goals:**  
• Ability to work independently on projects and tasks

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

<b>D1 Deckhand 1</b>	Hourly Pay Band	Day Rate Pay Band
	\$19.00	\$266

**Licenses & Prerequisites:**  
• All Labor 3 items  
• TWIC Card  
• Application submitted for MMC (Ordinary Seaman)  
• CG Physical & drug test

**Responsibilities & Goals:**  
• Ability to work independently on projects and tasks

**Compliance:**  
• Master of VMS, proficient in the operation of all modules and the ability to train others  
• Diligent and thorough record keeping in the official logbook and other necessary records

**Leadership & Management:**  
• Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.  
• Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)  
• Maintain a constant training ground on board the vessel  
• Provide critical and constructive feedback on other crew, equipment, jobs, etc.  
• Complete required performance evaluations.

## What we do for our employee's

**Planning:** Where are they going? What are they doing, Who is going with?

**Caring:** Checking in, Gestures, Connections, Swag, Communication

**Career Planning:** Reviews, Goals, Next Steps

**Learn more about our company culture:** Follow us @curtinmaritime

Instagram, Facebook, Twitter, LinkedIn, YouTube

<b>Day Rate Pay Bands</b>	\$192	\$266	\$450	\$625
	\$228	\$475	\$650	\$1080

<b>L1</b> Labor 1	Hourly Pay Band	<b>Knowledge &amp; Skill:</b> See Labor 1
	\$16.00	

The Labor positions are designed to provide a foundation of skills necessary to fill our skilled/licensed jobs. How fast you advance is up to you. The position starts as Labor 1 and moves through Labor III. Following this development period, if all requirements are met, the position opens into an opportunity to train in other positions within the company. Curtin Maritime hires laborers who are looking to quickly advance through hard work, dedication, and a positive mental attitude. **This position is ideal for anyone looking to train and advance in tug and barge industry.**

Average time spent in Labor 1 position is 2 weeks.



Note: The Prevailing Wage (PW) rate displayed is determined by the contract of certain projects which Curtin Maritime performs where PW is required. The PW rate's displayed above are not guaranteed, but instead, are intended to be used as an example of the pay you can expect to receive when working on a West Coast PW project, respectively for that position and only when the type of work performed is covered by PW rules.