



# Employee Journey Roles / Pay Map



### Journey Maps Project

<b>E5</b> Engineer 5	Hourly Pay Band \$62.50 \$57.15	Day Rate Pay Band \$875 \$800	PW Up To: <b>\$1,364*</b>
<b>Licenses &amp; Prerequisites:</b>	<b>Responsibilities &amp; Goals:</b>		
<ul style="list-style-type: none"> <li>All Engineer 4 items +</li> <li>DDE 4000 or 3AE Unlimited or AE Limited Oceans</li> <li>STCW OICEW (preferred)</li> </ul>	<ul style="list-style-type: none"> <li>Same as Engineer 4.</li> </ul>		

<b>E4</b> Engineer 4	Hourly Pay Band \$57.15 \$53.58	Day Rate Pay Band \$800 \$750	PW Up To: <b>\$1,364*</b>
<b>Licenses &amp; Prerequisites:</b>	<b>Responsibilities &amp; Goals:</b>		
<ul style="list-style-type: none"> <li>All Engineer 3 items +</li> <li>DDE 4000 or 3AE Unlimited or AE Limited Oceans</li> </ul>	<ul style="list-style-type: none"> <li>Experience in system installation on new and retrofit applications.</li> <li>Commissioning new vessels, including creating critical spares lists and SOPs. "Take a dark dead boat and get it ready to work".</li> <li>Well versed in vessel audits.</li> </ul>		

<b>E3</b> Engineer 3	Hourly Pay Band \$53.58 \$46.43	Day Rate Pay Band \$750 \$650	
<b>Licenses &amp; Prerequisites:</b>	<b>Responsibilities &amp; Goals:</b>		
<ul style="list-style-type: none"> <li>All Engineer 2 items +</li> <li>DDE 1000</li> <li>STCW-RFPEW (preferred)</li> </ul>	<ul style="list-style-type: none"> <li>Thorough understanding/troubleshooting/repair of all vessel systems.</li> <li>Expert utilization of VMS.</li> <li>Critical path &amp; proactive planning.</li> <li>Full utilization of VMS.</li> <li>Thorough understanding of all regulatory requirements.</li> <li>Experience with vessel audits.</li> <li>Strong management skills. Maintains onboard training ground.</li> </ul>		

<b>E2</b> Engineer 2	Hourly Pay Band \$46.43 \$39.29	Day Rate Pay Band \$650 \$550	
<b>Licenses &amp; Prerequisites:</b>	<b>Responsibilities &amp; Goals:</b>		
<ul style="list-style-type: none"> <li>All Engineer 1 items +</li> <li>STCW Basic Training</li> <li>MMC-QMED/Oiler</li> </ul>	<ul style="list-style-type: none"> <li>"Signed off" engineer on multiple vessels in fleet</li> <li>With some guidance, figure out basic engineering systems on board a new boat.</li> <li>Proficient use of VMS</li> <li>Manage teams on vessel projects. Lead by example.</li> </ul>		

<b>E1</b> Engineer 1	Hourly Pay Band \$39.29 \$32.15	Day Rate Pay Band \$550 \$450	
<b>Licenses &amp; Prerequisites:</b>	<b>Responsibilities &amp; Goals:</b>		
<ul style="list-style-type: none"> <li>All AE 2 items</li> <li>Passport</li> <li>QMED/Oiler (preferred)</li> <li>STCW Basic Training (preferred)</li> </ul>	<ul style="list-style-type: none"> <li>hydraulic, pneumatic, mechanical systems</li> <li>Tow winch operation</li> <li>Clean/maintain engine room</li> <li>Basic proficiency in Vessel Management System (VMS)</li> <li>Take ownership of assigned vessels</li> <li>Manage Deckhands on projects</li> <li>Partner with captain to plan work while underway</li> </ul>		

<b>AE</b> Assistant Engineer 2	Hourly Pay Band \$30.36 \$21.43	Day Rate Pay Band \$425 \$300	
<b>Licenses &amp; Prerequisites:</b>	<b>Responsibilities &amp; Goals:</b>		
<ul style="list-style-type: none"> <li>MMC - OS/Wiper</li> <li>CG Med Cert</li> <li>All AE 1</li> <li>AWS weld qualification (preferred)</li> </ul>	<ul style="list-style-type: none"> <li>Hydraulic system troubleshooting and repair</li> <li>Wire feeder welding</li> <li>Plumbing/HVAC/Pneumatic system troubleshooting and repair</li> <li>Sail in trainee capacity on vessels</li> <li>Assist Port Engineer in capital projects/repowers/overhauls</li> <li>Ability to use a computer-based maintenance system</li> </ul>		

<b>AE</b> Assistant Engineer 1	Hourly Pay Band \$19.00	Day Rate Pay Band \$266	
<b>Licenses &amp; Prerequisites:</b>	<b>Responsibilities &amp; Goals:</b>		
<ul style="list-style-type: none"> <li>Application submitted for MMC (Wiper)</li> <li>CG Physical &amp; drug test</li> <li>TWIC</li> <li>All Labor 3 items</li> </ul>	<ul style="list-style-type: none"> <li>gas engines</li> <li>Troubleshooting of yard equipment</li> <li>Basic Welding/Plumbing/Pipe fitting</li> <li>Crane rigging</li> <li>110 and 12 volt electrical work</li> <li>Assist Port Engineer in capital projects/repowers/overhauls</li> </ul>		

<b>L3</b> Labor 3	Hourly Pay \$19.00	<b>Knowledge &amp; Skill:</b> See Labor 2
<b>L2</b> Labor 2	Hourly Pay \$17.00	<b>Knowledge &amp; Skill:</b> See Labor 1

<b>L1</b> Labor 1	Hourly Pay Band \$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. <b>This position is ideal for anyone looking to train and advance in tug and barge industry.</b>
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<b>C3</b> Captain 3	Hourly Pay Band \$77.15 \$51.79	Day Rate Pay Band \$1080 \$725	PW Up To: <b>\$1,321*</b>
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<b>C2</b> Captain 2	Hourly Pay Band \$62.15 \$44.65	Day Rate Pay Band \$870 \$625	
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<b>C1</b> Captain 1	Hourly Pay Band \$53.58 \$44.65	Day Rate Pay Band \$750 \$625	
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<b>Licenses &amp; Prerequisites:</b>	<b>Vessel Proficiencies:</b>	safe routes, SOP's, efficiencies, proper notifications and training of all other crews	and components	<b>Compliance</b>	audit criteria to improve the Curtin Standard	training of others in its use and function	• Proficient in commissionings	Interacting/ managing customers, agents, Curtin Shoreside Team, etc.
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<b>Licenses &amp; Prerequisites:</b>	<b>Vessel Proficiencies:</b>	efficiency in operations	<b>Compliance</b>	<b>Leadership &amp; Management</b>	other crew onboard.	consumables, etc.)	jobs, etc.
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<b>Licenses &amp; Prerequisites:</b>	<b>Vessel Proficiencies:</b>	Proper use of tow pins, surge chain, tow wire etiquette, various lines/ rigging, etc.	<b>Compliance</b>	<b>Leadership &amp; Management</b>	• Maintain professionalism with Curtin staff, regulatory bodies, customers, agents, crews, etc.		
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<b>M3</b> Mate 3	Hourly Pay Band \$53.58 \$39.29	Day Rate Pay Band \$750 \$550	PW Up To: <b>\$1,321*</b>
<b>Licenses &amp; Prerequisites:</b>	<b>Leadership &amp; Management:</b>		
<ul style="list-style-type: none"> <li>All Mate 2 items +</li> <li>VSO</li> <li>STCW BRM Training (preferred)</li> <li>STCW OICNW 500 Ton, Near Coastal (preferred)</li> </ul>	<ul style="list-style-type: none"> <li>Take ownership of vessel and crew by assigning projects to crew and holding yourself and crew accountable</li> <li>Maintain inventories, complete outstanding tasks and VMS items in a timely manner</li> <li>Follow and enforce The Curtin Standard</li> <li>Maintain professionalism with Curtin staff, regulatory bodies, customers, agents, crews, etc.</li> </ul>		

<b>M2</b> Mate 2	Hourly Pay Band \$47.15 \$32.15	Day Rate Pay Band \$660 \$450	
<b>Licenses &amp; Prerequisites:</b>	<b>Vessel Proficiencies:</b>		
<ul style="list-style-type: none"> <li>All Mate 1 items +</li> <li>Complete DH training manual</li> <li>STCW Proficiency in Survival Craft</li> <li>STCW Advanced Fire Fighting (preferred)</li> <li>STCW Med Care Provider (preferred)</li> </ul>	<ul style="list-style-type: none"> <li>Proficient in short and long-term voyage planning, including weather observation/predictions</li> <li>Advanced knowledge and proficiency in operation of the vessel management system, able to build templates, forms, and reports in VMS</li> <li>Maintain inventories, complete outstanding tasks and VMS items in a timely manner</li> <li>Basic engine room knowledge and mechanical repair abilities</li> <li>Advanced crew management skills; work plans created with captain/chief and carried out</li> </ul>		

<b>M1</b> Mate 1	Hourly Pay Band \$38.58 \$32.15	Day Rate Pay Band \$540 \$450	
<b>Licenses &amp; Prerequisites:</b>	<b>Responsibilities &amp; Goals:</b>		
<ul style="list-style-type: none"> <li>Passport</li> <li>200 GRT Mate, Near Coastal w/ Mate of Towing or 500 GRT Mate, Near Coastal w/ TOAR</li> <li>MROP FCC License</li> <li>Radar Unlimited</li> <li>STCW Basic Training</li> <li>CG Medical Cert</li> </ul>	<ul style="list-style-type: none"> <li>operating standards (radio etiquette, lines and rigging and their applications and care, anchoring on tow wire, painting programs, machinery limitations, etc.)</li> <li>Basic proficiency in operation of the vessel management system (VMS)</li> <li>Understanding of The Curtin Standard</li> <li>Introductory knowledge in assisting with internal and external compliance audits</li> </ul>		

<b>BM</b> Barge Master	Hourly Pay Band \$85.72 \$71.43	Day Rate Pay Band \$1,200 \$1,000	PW Up To: <b>\$1,364*</b>
<b>The Barge Master is the overall authority in charge and responsible for but not limited to the following:</b>	<b>Qualifications:</b>		
<ul style="list-style-type: none"> <li>Safety of crew, equipment, and environment</li> <li>Ensuring all personnel involved in the barge operation receive detailed job briefing prior to commencement of work</li> </ul>	<ul style="list-style-type: none"> <li>Advanced knowledge in all aspects of barge operation, including anchor handling, crane work, towing, spud operation, winch systems, company SMS policies, etc.</li> <li>Proven management and leadership skills</li> </ul>		

<b>DC</b> Dredge Captain	Hourly Pay Band \$78.58 \$57.15	Day Rate Pay Band \$1,100 \$800	PW Up To: <b>\$1,364*</b>
<b>Licenses &amp; Prerequisites:</b>	<b>Boat Handling:</b>		
<ul style="list-style-type: none"> <li>Master of Towing Vessels, 200GRT, Oceans</li> </ul>	<ul style="list-style-type: none"> <li>Ability to Train Others</li> <li>Master of Helms</li> <li>Proficient in the Operation of all Modules and the</li> </ul>		

<b>C3</b> Crane Operator 3	Hourly Pay Band \$57.15 \$50.00	Day Rate Pay Band \$800+ \$700	PW Up To: <b>\$1,400*</b>
<b>Licenses &amp; Prerequisites:</b>	<b>Responsibilities &amp; Goals:</b>		
<ul style="list-style-type: none"> <li>NCCCO Endorsements Preferred: LBT, LBS, TLL, BTF, STC</li> <li>See Crane Operator I Licenses &amp; Pre-Requisites</li> <li>Qualified operations of all company owned cranes</li> </ul>	<ul style="list-style-type: none"> <li>Must be able to complete monthly crane inspection reports</li> </ul>		

<b>C2</b> Crane Operator 2	Hourly Pay Band \$50.00 \$42.86	Day Rate Pay Band \$700 \$600	
<b>Licenses &amp; Prerequisites:</b>	<b>Responsibilities &amp; Goals:</b>		
<ul style="list-style-type: none"> <li>See Crane Operator I Licenses &amp; Pre-Requisites</li> </ul>	<ul style="list-style-type: none"> <li>Must be able to complete monthly crane inspection reports</li> </ul>		

<b>C1</b> Crane Operator 1	Hourly Pay Band \$42.86 \$32.15	Day Rate Pay Band \$600 \$450	
<b>Licenses &amp; Prerequisites:</b>	<b>Responsibilities &amp; Goals:</b>		
<ul style="list-style-type: none"> <li>NCCCO license with LBC &amp; TLL endorsements</li> <li>Physical &amp; drug test</li> <li>Qualified rigger certification</li> <li>TWIC card</li> <li>Perform daily crane inspection prior to crane operations</li> </ul>	<ul style="list-style-type: none"> <li>Conventional Crane Operating Experience</li> </ul>		

<b>D3</b> Deckhand 3	Hourly Pay Band \$33.93 \$28.57	Day Rate Pay Band \$475 \$400	PW Up To: <b>\$1,305*</b>
<b>Licenses &amp; Prerequisites:</b>	<b>Responsibilities &amp; Goals:</b>		
<ul style="list-style-type: none"> <li>All DH 2 items</li> <li>AB Special (MT only)</li> <li>STCW RFPNW (preferred)</li> <li>OSHA 30 (Dredge only)</li> <li>Qualified Rigger (Dredge only)</li> <li>DH training manual</li> <li>STCW Proficiency Survival Craft (lifeboat)</li> </ul>	<ul style="list-style-type: none"> <li>Mastery of DH 1 &amp; 2</li> <li>Complete Curtin DH training manual</li> <li>Work safely as directed by supervisor</li> <li>Identify maintenance needs &amp; plan projects to address them</li> <li>Experienced in use of vessel management system</li> <li>Ability to run deck and lead the deck crew</li> </ul>		

<b>D2</b> Deckhand 2	Hourly Pay Band \$28.57 \$21.43	Day Rate Pay Band \$400 \$300	
<b>Licenses &amp; Prerequisites:</b>	<b>Responsibilities &amp; Goals:</b>		
<ul style="list-style-type: none"> <li>All DH 1 items</li> <li>MMC - Ordinary Seaman</li> <li>CG Medical Cert</li> <li>Passport</li> <li>STCW Basic Training</li> </ul>	<ul style="list-style-type: none"> <li>Ability to work independently on projects and tasks</li> <li>Making off lines on cleats &amp; bits; throwing lines</li> <li>Basic VHF usage</li> <li>Basic vessel maintenance</li> <li>Barge calling &amp; barge tie up</li> <li>Crane signalling &amp; rigging</li> </ul>		

<b>D1</b> Deckhand 1	Hourly Pay Band \$19.00	Day Rate Pay Band \$266	
<b>Licenses &amp; Prerequisites:</b>	<b>Responsibilities &amp; Goals:</b>		
<ul style="list-style-type: none"> <li>All Labor 3 items</li> <li>TWIC Card</li> <li>Application submitted for MMC (Ordinary Seaman)</li> <li>Complete Labor Training Program binder</li> <li>CG Physical &amp; drug test</li> </ul>	<ul style="list-style-type: none"> <li>Work safely as directed by supervisor</li> <li>Proactively learn and become proficient with the various vessels in our fleet</li> <li>Complete Labor Training Program binder</li> </ul>		

## What we do for our employee's

<b>Planning:</b> Where are they going? What are they doing, Who is going with?	<b>Caring:</b> Checking in, Gestures, Connections, Swag, Communication	<b>Career Planning:</b> Reviews, Goals, Next Steps	<b>Learn more about our company culture:</b> Follow us @curtinmaritime
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<b>L3</b> Labor 3	Hourly Pay \$19.00	<b>Knowledge &amp; Skill:</b> See Labor 2	<b>Painting / Coating</b>	<b>Forklift/ Rigging:</b>	<b>Assist Welding:</b>	<b>Assist Electrical:</b>	<b>Assist Engineer:</b>	<b>Other:</b>		
<b>L2</b> Labor 2	Hourly Pay \$17.00	<b>Knowledge &amp; Skill:</b> See Labor 1	<b>Painting / Coating</b>	<b>Forklift/ Rigging:</b>	<b>Assist Welding:</b>	<b>Assist Electrical:</b>	<b>Assist Engineer:</b>	<b>Other:</b>		
<b>L1</b> Labor 1	Hourly Pay Band \$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. <b>This position is ideal for anyone looking to train and advance in tug and barge industry.</b>	<b>Pre-Reqs:</b>	<b>Knowledge/ Skill:</b>	<b>Painting/ Rigging:</b>	<b>Forklift/ Rigging:</b>	<b>Assist Welding:</b>	<b>Assist Electrical:</b>	<b>Assist Engineer:</b>	<b>Other:</b>