

CURTIN



Captain 2

Captain 3

C2

C<sub>1</sub>

Captain 1

Mate 3

VSO

All Mate 2 items +

**Licenses & Prerequisites:** 

STCW OICNW 500 Ton,

Near Coastal (preferred)

**Vessel Proficiencies:** 

Mate 2

STCW BRM Training (preferred)

**Hourly Pay Band** \$62.15 \$44.65

**Hourly Pay Band** 

\$53.58

\$53.58

**Hourly Pay Band** 

\$51.79

**Day Rate Pay Band** \$870 \$625

PW Up To:

\$1,321\*

Day Rate Pay Band

**Day Rate Pay Band** 

**Day Rate Pay Band** 

towing, and push towing

Coastwise single barge towing, hip

Voyage/work planning for the above

Thorough understanding of Curtin

etiquette, lines and rigging and their

wire, painting programs, machinery

Proficient in short and long-term

voyage planning, including weather

Advanced knowledge and proficiency

in operation of the vessel management

system, able to build templates, forms,

Maintain inventories, complete

observation/predictions

and reports in VMS

timely manner

\$540

\$450

applications and care, anchoring on tow

vessel operating standards (radio

\$750

\$550

limitations, etc.)

**\$660** 

\$450

\$750

\$625

\$1080

**\$725** 

Licenses & **Prerequisites:** All Captain 1 items -

 Ocean towing, tandem towing in various arrangements, bar crossings, etc. Ocean voyage preparation, rigging

• STCW Master 500

GT, Near Coastal

Vessel

**Proficiencies** 

"Tow anything.

anywhere in the

with any crew"

world, on any boat,

Pathfinder- Lead

new jobs. Identify

crews when starting

efficiency in operations Thorough understanding of Anchor Handling

Vessel

**Proficiencies** 

Coastwise towing

planning (tow wire,

push, hip, working

Inland and

and voyage

in current)

safe routes, SOP's,

efficiencies, proper

Deadship rigging

including design

of towing package

and towing

notifications and

Compliance Full utilization and operation of VMS Experienced in corrective actions Thorough

Advanced ocean

towing and design

of rigging packages

tandem/triple

inspections

Leadership & Management Leader and

other crew onboard. Strategic planning and consideration rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts,

training of others in

its use and function

**Leadership &** 

Management

drydockings and

Experience

managing

repairs

Proficient in

commissionings

"Take a dark dead

boat with nothing

on it, and get it

ready to work!"

Ability to act

project manager.

as your own

jobs, etc. required

Interacting/

customers, agents,

Curtin Shoreside

managing

Team, etc.

required

Complete

performance

evaluations.

\$62.50 \$57.15

Same as Engineer 4.

new and retrofit applications.

\$750

\$650

Thourough understanding/

• Full utilization of VMS.

regulatory requirements.

onboard training ground.

troubleshooting/repair of all vessel

Critical path & proactive planning.

Thorough understanding of all

Experience with vessel audits.

• Stong management skills. Maintains

\$57.15 \$53.58

**Licenses & Prerequisites:**  All Engineer 3 items + • DDE 4000 or 3AE Unlimited or AE Limited Oceans

**Responsibilities & Goals:**  Skilled at high level in engineering/ troubleshooting/repair of all vessel Heavy repair experience including

creating critical spares lists and SOPs. "Take a dark dead boat and get it ready to work". Well versed in vessel audits. Expert utilization of VMS. Experience managing dry docks.

 Ability to act as own project manager. \$750

\$53.58 **Engineer 3** 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.

\$46.43 \$39.29 All Engineer 1 items + • STCW Basic Training

 MMC-QMED/Oiler **Responsibilities & Goals:** Skilled in Deckhnad 1-3 duties

vessels in fleet

Tow winch operation

underway

\$30.36

\$21.43

**Hourly Pay Band** 

Clean/maintain engine room

Basic proficiency in Vessel

Management System (VMS)

Take ownership of assigned vessels

Partner with captain to plan work while

Manage Deckhands on projects

\$650

• With some guidance, figure out basic engineering systems on board a new Proficient use of VMS

• MROP FCC License Radar Unlimited CG Medical Cert

\_ead Welder/Fitter

Licenses &

**Prerequisites:** 

Seam Welder

Mirror Welder

Master Welder

Pre-Heat / Cool Down temps

Mate 1

 STCW Basic Training **Vessel Proficiencies:** 

 Perform all Deckhand duties General understanding of Curtin vessel Vessel

 STCW Med PIC (preferred) **Proficiencies**  Skilled operation of all vessels in the

Licenses &

**Prerequisites:** 

All Mate 3 items +

Master of Towing or

200 GRT Master

Near Coastal w/

500 GRT Master

Near Coastal w/

TOAR

Licenses &

Towing

**Prerequisites:** 

All Captain 1 items +

500 GRT Master,

Oceans w/ Master of

barges for tow Critical path and proactive planning to maximize

rigging and cordage auditing and

proactively completing recordkeeping understanding of Sub-M, ABS, and USCG requirements

Proper use of tow

pins, surge chain,

tow wire etiquette,

VHF radio etiquette,

rigging, etc.

 Attend and lead crews and vessels through audits and

Compliance

Proficient in

operation of VMS

Understanding

and compliance

with Curtin

Standard

Thorough

recordkeeping

**Compliance** 

Experience

creating SOP's and

Well versed in

completing external

and internal audits,

as well as building

Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all

Leadership &

Management

Ownership of

vessels; assign

projects and

accountable

hold all

audit criteria to

Proven track

of performance in

the VMS, as well as

Standard

Maintain

with Curtin

professionalism

staff, regulatory

bodies, customers

agents, crews, etc.

**Hourly Pay Band** 

\$57.15

\$50.00

See Crane Operator I Licenses & Pre-Requisites

Qualified operations of all company owned cranes

Hourly Pay Band

\$50.00

\$42.86

• Must be able to complete monthly crane inspection reports

See Crane Operator I Licenses & Pre-Requisites

Conventional Crane Operating Experience

NCCCO Endorsements Preferred: LBT LBC, TSS, TLL, BTF, STC

**C3** 

Crane

**Operator 3** 

**Prerequisites:** 

**C2** 

Crane

**Operator 2** 

**Prerequisites:** 

C<sub>1</sub>

Crane

**Operator 1** 

Licenses &

Licenses &

 Maintain a Complete performance board the vessel evaluations Provide critical and constructive feedback on other crew. equipment,

Scan To View / Download

PW Up To:

\$1,400\*

\$1,305\*

Day Rate Pay Band

**Day Rate Pay Band** 

**Day Rate Pay Band** 

\$600

\$450

\$600

\$800+

\$700

**Licenses & Prerequisites:** 

• All Engineer 4 items +

• DDE Any HP - 500 Ton

STCW OICEW (preferred)

\$1,364\* **\$**875 \$800

Responsibilities & Goals:

Day Rate Pay Band PW Up To:

Day Rate Pay Band PW Up To: \$1,364\* \$800

Commissioning new vessels, including

 Skilled operation of inland tugs and push boats, coastal tugs, working in current, etc. • Experience in system installation on

**Hourly Pay Band** \$47.15 \$32.15

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

**Vessel Proficiencies:**  Perform all Deckhand duties, call barges safely on and off dock • Proficient in operating vessel and basic outstanding tasks and VMS items in a

 Basic engine room knowledge and Understanding and enforcement of mechanical repair abilities The Curtin Standard Advanced crew management skills; Advanced knowledge in assisting work plans created with captain/chief with internal and external compliance and carried out

**Hourly Pay Band** \$38.58 \$32.15

**Hourly Pay Band** 

\$50.00

Hourly Pay Band

\$25.00

**Hourly Pay** 

\$19.00

**Licenses & Prerequisites:**  Passport • 200 GRT Mate, Near Coastal w/ Mate of Towing or 500 GRT Mate, Near Coastal w/ TOAR

operating standards (radio etiquette, lines and rigging and their applications and care, anchoring on tow wire, painting programs, machinery limitations, etc.)

Compliance: Basic proficiency in operation of the vessel management system (VMS) Understanding of The Curtin Standard Introductory knowledge in assisting with internal and external compliance

Training of Level I / II on procedures

Understanding classification standards

• 6G of 2" and 6" pipe

Maintain a valid MMC

AWS NDT Certification

(ABS Weld Test)

PW Up To: \$1,321\*

Leadership & Management: Take ownership of vessel and crew by assigning projects to crew and holding yourself and crew accountable Maintain inventories, complete

timely manner Follow and enforce The Curtin Standard Maintain professionalism with Curtin staff, regulatory bodies, customers, agents, crews, etc.

**Barge** 

The Barge Master is the

Safety of crew, equipment, and

the barge operation receive detailed

job briefing prior to commencement

Dredge

• Master of Towing Vessels, 200GRT,

Captain

the following:

environment

Licenses &

**Prerequisites:** 

**Boat Handling:** 

• Able to Serve as Master

Master of Helm Connect

• of all Modules and the

Proficient in the Operation

**Vessel Management System:** 

Master

outstanding tasks and VMS items in a

 Advanced crew management skills. Ability to assist in large projects and drydocking management

**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

**Hourly Pay Band Day Rate Pay Band** \$1,200 \$85.72 \$1,000 \$71.43

 Create work plans to meet overall authority in charge and responsible for but not limited to standards; prioritizing efficiency, innovation, and integrity • Ensure management and training of crew • Ensuring all personnel involved in

\$78.58

\$57.15

**Engineering:** 

Engine Room

**Management:** 

Advanced Crew

Management Skills

**Deckhand 3** 

Ability to Train Others

• Junior Engineer Knowledge of

Able to Assist in Large Project

and Dry Docking Management

 Liaise with client and office to meet highest level of customer service Delegate duties to appropriately qualified personnel

**Qualifications:**  Advanced knowledge in including anchor handling,

\$1,364\*

\$800

work, towing, spud operation, winch systems, company SMS policies, ect. Proven management and leadership skills

**Day Rate Pay Band** PW Up To: \$1,100 \$1,364\*

**Navigation:**  Advanced Proficiency

in Voyage Planning **Prerequisites:**  Preferred Local Physical & drug test Knowledge of Waters Operating in • Qualified rigger certification Shipyard Comp • TWIC card

Licenses & • NCCCO license with LBC & TLL endorsements Perform daily crane inspection prior to crane operations

**Prerequisites:** 

"Signed off" engineer on multiple

Manage teams on vessel projects. Lead

• All DH 2 items

AB Special (MT only)

DH training manual

CG Medical Cert

STCW Basic Training

Passport

Craft (lifeboat)

**Licenses & Prerequisites:** 

• STCW RFPNW (preferred)

STCW Proficiency Survival

Qualified Rigger (Dredge only)

OSHA 30 (Dredge only)

Course

**\$475** 

\$400

**Engine Room:** 

Basic electrical,

**House Duties:** 

long voyages.

**Day Rate Pay Band** 

& 2 half hitches, timber hitch)

\$400

\$300

**Engine Room:** 

**Day Rate Pay Band** 

**\$266** 

plumbing, carpentry, and

lead deck crew in & stowing for

mechanical knowledge

**Engineer 1** 

All AE 2 items

\$32.15 Licenses & hydraulic, pnematic, mechanical **Prerequisites:** systems

 Passport QMED/Oiler (preferred) STCW Basic Training (preferred) **Responsibilities & Goals:** Assistant or sole engineer on tugs

Basic knowledge on electrical,

**Assistant** 

**Engineer 2** 

**Licenses & Prerequisites:** • MMC - OS/Wiper CG Med Cert All AE I

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

AWS weld qualification (preferred)

 Hydraulic system troubleshooting and Wire feeder welding Plumbing/HVAC/Pneumatic system

troubleshooting and repair Sail in trainee capacity on vessels Assist Port Engineer in capital projects/ Ability to use a computer-based

repowers/overhauls maintenance system

**Day Rate Pay Band** \$266

\$425 \$300

 Crane rigging • 110 and 12 volt electrical work

\$30.00 \$25.00 Welder 2

Run all machines, all process, all metals

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

 Shipyard competent person training Stainless Steel ABS 3G/4G certification

Understand weld schedule

Weld layouts

 Obtain USCG Qualified Member of The Engineering Department (QMED) licensure

Deckhand 2 **Licenses & Prerequisites:** • All DH 1 items • MMC - Oridnary Seaman

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

**Responsibilities & Goals:** 

• Complete Curtin DH training manual

• Identify maintenance needs & plan

Ability to run deck and lead the deck

Work safely as directed by supervisor

Mastery of DH 1 & 2

projects to address them

management system

Experienced in use of vessel

Knowledge & Skill: On Deck: Making & breaking tow, various configurations

throwing lines Basic VHF usage Basic vessel maintenance Barge calling & barge tie up Crane signalling & rigging

**Knowledge & Skill:** 

Anchor handling

Rigging tandem tows

Preparing & rigging barges

Advanced barge calling/ piloting

Making off lines on cleats & bitts;

Advanced cargo lashing

On Deck:

for tow

Marlinespike: Splices (3, 8, 12 strand; molly hogan wire) Inventory/cooking/cleaning • Knots (bowline, clove hitch, round turn

\$19.00

 Reading gauges/logging Clean/inspect equipment Trace systems House duties: maintain fresh water levels Shopping/provisioning

**Assistant Engineer 1** 

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

**Responsibilities & Goals:** 

Perform fluid changes on diesel and

All Labor 3 items

\$19.00

• Troubleshooting of yard equipment Basic Welding/Plumbing/Pipe fitting

Assist Port Engineer in capital

projects/repowers/overhauls

\$19.00 Welder 1 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)

 Welding Machines Carbon Arc Plasma Cut • 1/1G FCAW Oxy fuel cutting

Welding Mark Up Tools

**Deckhand 1** 

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

**Responsibilities & Goals:**  Work safely as directed by supervisor Proactively learn and become proficient with the various vessels in our fleet Complete Labor Training Program binder

**Knowledge & Skill:**  Understanding of Curtin Standard and safety procedures Basic knowledge to assist as needed with painting, forklift operations, rigging, welding, electrical, and engineering work



Career



Planning:

Where are they

going? What are

they doing, Who

is going with?

**Assist** 

Welding:

Grinding

Tack

Advanced

Torch Use

Basic Welding/

Checking in, Gestures, Connections, Swag, Communication

Caring:

**Assist** 

**Electrical:** 

Trainings

Engineer)

• Pulling Cable (Jr.

Install Panels,

(Jr. Engineer)

**Assist** 

**Electrical:** 

Battery, Switches

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

Mount/Install

Lighting (Jr.

Engineer)

Learn more about our company culture: Follow us @curtinmaritime

Other:

OSHA 30

Purchase Revisions

Stocking/ Receiving

Qualified Rigger

\$450 \$266 \$625 \$192

**Day Rate Pay Bands** 

\$475

**L3** Labor 3

Labor 2

\$1080

**Hourly Pay** \$17.00

Knowledge &

**Knowledge &** 

See Labor 2

See Labor 1 **Painting / Coating**  Primer (Orange) Basic Grinder

Surface Prep

**Pre-Recs:** 

Respiratory

**Fitness** 

Test

Physical & Drug

Painting / Coating

Deck Growler

Lead Paint Crew

Mix Paint

Forklift/ Rigging: Basic Operational Rigging Needle Gunning

Knowledge/

Housekeeping

Basic Safety

Knowledge

**Skill:** 

PPE

Forklift/

Trucks

**Rigging:** 

Unloading

Fueling Equip

Lift Operation

**Assist** Welding: Rods & Tools

Painting/

Coating:

 Welding Assistant Learn Machines,

 Use of Power Tools/ Pneumatic and Electric Wire Wheels

Forklift/

**Engineer:**  Tool Retrieval Disassemble Parts Power Tools/ Equip

**Assist** 

Troubleshooting and System Knowledge Other: Train on Labor 3 Tasks Mix Paint Stand Fire Watch

Basic Forklift

**Assist** 

**Engineer:** 

Mechanic

Basic

Assemble Parts

Journeyman

Grease Crane

and Rigging **Assist** 

Other: **Engineer**  Train on • Labor 2 Tasks

Labor 1

\$228

(\$)

\$16.00

\$650

**Hourly Pay Band** 

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 I 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.

 Cleaning De-Greasing

Rigging: Vocab Shadow Skilled Crew

Ph: 562.983.7257 info@curtinmaritime.com curtinmaritime.com

**Assist** Welding: Vocab Clean Up **Assist Electrical:**  Safety Knowledge Observation

 Observation PPE Use Sweeping & Cleaning

**Journey Maps** Project Curtin Maritime, Corp Efficiency. Integrity. Innovation. 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.

**Performance Through Preparation.**