











### Captain

 <p><b>C3</b></p>	Hourly Pay Band \$64.29 \$51.79	Day Rate Pay Band \$900 \$725	<b>PW Up To:</b> <b>\$1,321*</b>	<b>Licenses &amp; Prerequisites:</b> <ul style="list-style-type: none"> <li>All Captain 1 &amp; 2 items</li> <li>Master 1600 GRT, Oceans</li> <li>STCW Master 3000 GT or Less, Oceans</li> <li>DP Advanced</li> <li>Proficient with Z-drive, quad screw and jets</li> <li>Experience with DP vessels</li> <li>Anchor handling, ocean transits</li> </ul>	<ul style="list-style-type: none"> <li>Track record of performance in the VMS and completing audits</li> <li>Leadership, management, and training of crew</li> <li>Commissioning new vessels, managing dry docks &amp; repairs, &amp; overall project management skills</li> </ul>
	<b>Captain 3</b>				
 <p><b>C2</b></p>	Hourly Pay Band \$51.79 \$44.64	Day Rate Pay Band \$725 \$625		<b>Licenses &amp; Prerequisites:</b> <ul style="list-style-type: none"> <li>Master 500 GRT, Oceans</li> <li>STCW Master less than 500 GT, Oceans</li> <li>DP Basic</li> <li>GMDSS</li> <li>ECDIS</li> <li>VSO</li> <li>Proficient with quad screw and jets</li> </ul>	<ul style="list-style-type: none"> <li>Anchor handling, ocean transits</li> <li>Able to operate DP system</li> <li>Strategic &amp; proactive work planning</li> <li>Full utilization of VMS and understanding of applicable regulations</li> <li>Manage crew performance &amp; training</li> </ul>
	<b>Captain 2</b>				
 <p><b>C1</b></p>	Hourly Pay Band \$44.64	Day Rate Pay Band \$625		<b>Licenses &amp; Prerequisites:</b> <ul style="list-style-type: none"> <li>Master 200 GRT, Oceans</li> <li>Passport</li> <li>STCW Master less than 500 GT, Oceans</li> <li>VSO</li> <li>GMDSS</li> </ul>	<ul style="list-style-type: none"> <li>Proficient with quad screw boats</li> <li>Coastwise voyage planning &amp; execution</li> <li>Proficient with VMS/SMS, and applicable regulations</li> <li>Ownership of vessel – manage &amp; train crew</li> </ul>
	<b>Captain 1</b>				



### Mate

 <p><b>CM</b></p>	Hourly Pay Band \$57.14 \$50.00	Day Rate Pay Band \$800 \$700		<b>Licenses &amp; Prerequisites:</b> <ul style="list-style-type: none"> <li>All OSV Mate 2 items</li> <li>1600 GRT Master/2nd Mate Unlimited Oceans</li> <li>STCW Master 3000 GT or Less</li> <li>ECDIS</li> <li>DPO</li> <li>Z-Drive experience</li> <li>Certified Rigger</li> </ul>	<ul style="list-style-type: none"> <li>Skilled operation of OSV/Platform supply vessel, Z-drive, and DP</li> <li>Mastery of VMS and familiar with applicable regulations</li> <li>Ownership of vessel – manage &amp; train crew</li> <li>Assist with large projects and drydocking</li> </ul>
	<b>OSV Chief Mate</b>				
 <p><b>M2</b></p>	Hourly Pay Band \$44.64 \$32.14	Day Rate Pay Band \$625 \$450		<b>Licenses &amp; Prerequisites:</b> <ul style="list-style-type: none"> <li>All Mate 1 Items</li> <li>500 GRT Mate/3rd Mate Unlimited Oceans</li> <li>STCW OICNW 500 T or more</li> <li>VSO</li> <li>Complete DH training manual</li> <li>DP Basic</li> <li>1600 GRT Mate</li> <li>Z-Drive Experience</li> </ul>	<ul style="list-style-type: none"> <li>Certified Rigger</li> <li>Proficient in operating vessel and basic maneuvering</li> <li>Basic engine room knowledge and mechanical repair skills</li> <li>Short and long-term voyage planning</li> <li>Z-drive experience</li> <li>Proficient in operation of VMS. Assist with vessel audits.</li> </ul>
	<b>OSV Mate 2</b>				
 <p><b>M1</b></p>	Hourly Pay Band \$32.14	Day Rate Pay Band \$450		<b>Licenses &amp; Prerequisites:</b> <ul style="list-style-type: none"> <li>Mate 200GRT, Oceans</li> <li>STCW OICNW 500 T or less</li> <li>Passport</li> <li>GMDSS</li> <li>Radar Unlimited</li> <li>TWIC</li> </ul>	<ul style="list-style-type: none"> <li>CG Medical Cert</li> <li>DP Basic</li> <li>VSO</li> <li>Z-Drive Experience</li> <li>Certified Rigger</li> <li>Proficient in operating vessel and basic maneuvering</li> <li>Basic engine room knowledge and mechanical repair skills</li> <li>Basic crew management skills</li> <li>Some experience with voyage planning.</li> <li>Basic knowledge and proficiency in operation of VMS. Introductory knowledge of vessel auditing process.</li> </ul>
	<b>OSV Mate 1</b>				

### Engineer & Oiler

 <p><b>CE</b></p>	Hourly Pay Band \$57.14 \$50.00	Day Rate Pay Band \$875 \$700		<b>Licenses &amp; Prerequisites:</b> <ul style="list-style-type: none"> <li>All Assistant Engineer items</li> <li>Chief Limited Oceans or</li> <li>Chief OSV</li> <li>STCW Chief Engineer 4000 (III/2)</li> <li>Passport</li> <li>Advanced skills in engineering, troubleshooting, and repairs</li> </ul>	<ul style="list-style-type: none"> <li>System installation of new and retrofit applications</li> <li>Commissioning new vessels</li> <li>Well versed in vessel auditing process and use of VMS.</li> <li>Manage drydocks &amp; other projects. Provide training to vessel crew.</li> </ul>
	<b>OSV Chief Engineer</b>				
 <p><b>EN</b></p>	Hourly Pay Band \$50.00 \$46.43	Day Rate Pay Band \$700 \$650		<b>Licenses &amp; Prerequisites:</b> <ul style="list-style-type: none"> <li>All Assistant Engineer items,</li> <li>DDE 4000</li> <li>STCW Chief Engineer 4000 (III/3)</li> <li>Advanced skills in engineering, troubleshooting, and repairs</li> </ul>	<ul style="list-style-type: none"> <li>System installation of new and retrofit applications</li> <li>Commissioning new vessels</li> <li>Well versed in vessel auditing process and use of VMS.</li> <li>Manage drydocks &amp; other projects. Provide training to vessel crew.</li> </ul>
	<b>OSV Engineer</b>				
 <p><b>AE</b></p>	Hourly Pay Band \$46.43 \$32.14	Day Rate Pay Band \$650 \$450		<b>Licenses &amp; Prerequisites:</b> <ul style="list-style-type: none"> <li>3rd Assistant Engineer</li> <li>STCW OICEW</li> <li>Passport</li> <li>Basic knowledge in engineering, troubleshooting, and repairs</li> </ul>	<ul style="list-style-type: none"> <li>Winch operation</li> <li>Full utilization of VMS. Understanding of applicable regulations.</li> <li>Strong management skills. Lead by example.</li> <li>Provide constructive feedback to crew.</li> </ul>
	<b>OSV Assistant Engineer</b>				
 <p><b>OO</b></p>	Hourly Pay Band \$32.14	Day Rate Pay Band \$450		<b>Licenses &amp; Prerequisites:</b> <ul style="list-style-type: none"> <li>MMC QMED Oiler</li> <li>STCW RFPFW</li> <li>Passport</li> <li>Able Seaman (preferred)</li> <li>Basic knowledge in engineering, troubleshooting, and repairs</li> </ul>	<ul style="list-style-type: none"> <li>Cleaning and maintaining engine room to the Curtin Standard</li> <li>Proficient in operation of VMS. Understanding of applicable regulations.</li> </ul>
	<b>OSV QMED Oiler</b>				

### Deckhand

 <p><b>SD</b></p>	Hourly Pay Band \$32.14 \$26.79	Day Rate Pay Band \$450 \$375		<b>Licenses &amp; Prerequisites:</b> <ul style="list-style-type: none"> <li>TWIC</li> <li>Able Body Seaman (Special, Limited, Unlimited)</li> <li>STCW Basic Training</li> <li>STCW RFPNW</li> <li>STCW Proficiency in Survival Craft</li> <li>CG Physical &amp; Drug Test</li> </ul>	<ul style="list-style-type: none"> <li>Identify maintenance needs. Plan projects/tasks to correct them.</li> <li>Experience in use of VMS.</li> <li>Ability to run deck and lead deck crew during operations.</li> <li>Advanced cargo lashing, vessel calling.</li> <li>Planning/stowing for long voyages.</li> </ul>
	<b>OSV Senior Deckhand</b>				
 <p><b>DH</b></p>	Hourly Pay Band \$26.79 \$21.43	Day Rate Pay Band \$375 \$300		<b>Licenses &amp; Prerequisites:</b> <ul style="list-style-type: none"> <li>Able Body Seaman (Unlimited)</li> <li>All OSV Deckhand items</li> <li>Certified Rigger</li> <li>Completion of Curtin deckhand training manual.</li> <li>Ability to work independently</li> </ul>	<ul style="list-style-type: none"> <li>Line handling, radio use, basic vessel maintenance, cargo lashing, vessel piloting, pre-voyage checks.</li> <li>Basic marlinspike seamanship</li> <li>Assist with engine room and house duties as directed</li> </ul>
	<b>OSV Deckhand</b>				

### 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

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