

2025 Employee Journey Roles & Pay Map

C3 Captain 3	Hourly Pay Band \$77.15 \$51.79	Day Rate Pay Band \$1080 \$725	PW Up To: \$1,321*	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 commissionings • "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.
C2 Captain 2	Hourly Pay Band \$62.15 \$44.65	Day Rate Pay Band \$870 \$625		Licenses & Prerequisites: • All Captain 1 items + • STCW Med PIC (preferred)	Vessel Proficiencies: • Ocean towing, tandem towing in various arrangements, bar crossings, etc. • Thorough understanding of rigging and cordage • Anchor Handling	Compliance: • Full utilization and operation of VMS • 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 • Impeccable recordkeeping	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.	
C1 Captain 1	Hourly Pay Band \$53.58 \$44.65	Day Rate Pay Band \$750 \$625		Licenses & Prerequisites: • All Mate 3 items + • 200 GRT Master, Near Coastal w/ Master of Towing or 500 GRT Master Near Coastal w/ TOAR	Vessel Proficiencies: • STCW Master 500 GT, Near Coastal (preferred)	Compliance: • Proper use of tow pins, surge chain, tow wire etiquette, various lines/ rigging, etc.	Compliance: • Proficient in operation of VMS • Understanding and compliance with Curtin Standard • Thorough recordkeeping	• Maintain professionalism with Curtin staff, regulatory bodies, customers, agents, crews, etc.	

E5 Engineer 5	Hourly Pay Band \$62.50 \$57.15	Day Rate Pay Band \$875 \$800	PW Up To: \$1,364*	Licenses & Prerequisites: • All Engineer 4 items + • DDE Any HP - 500 Ton • STCW OICEW (preferred)	Responsibilities & Goals: • Same as Engineer 4.
-------------------------	---------------------------------------	-------------------------------------	------------------------------	--	---

E4 Engineer 4	Hourly Pay Band \$57.15 \$53.58	Day Rate Pay Band \$800 \$750	PW Up To: \$1,364*	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 systems. • Heavy repair experience including overhauls, etc.	Experience in system installation on new and retrofit applications. • Commissioning new vessels, including creating critical spares lists and SOPs. "Take a dark dead boat and get it ready to work". • Well versed in vessel audits.
-------------------------	---------------------------------------	-------------------------------------	------------------------------	--	--	---

E3 Engineer 3	Hourly Pay Band \$53.58 \$46.43	Day Rate Pay Band \$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.	Thorough understanding/ troubleshooting/repair of all vessel systems. • Commissioning new vessels, including creating critical spares lists and SOPs. "Take a dark dead boat and get it ready to work". • Well versed in vessel audits.
-------------------------	---------------------------------------	-------------------------------------	--	--	---	---

E2 Engineer 2	Hourly Pay Band \$46.43 \$39.29	Day Rate Pay Band \$650 \$550		Licenses & Prerequisites: • All Engineer 1 items + • STCW Basic Training • MMC-QMED/Oiler	Responsibilities & Goals: • Skilled in Deckhand 1-3 duties	"Signed off" engineer on multiple vessels in fleet • With some guidance, figure out basic engineering systems on board a new boat. • Proficient use of VMS • Manage teams on vessel projects. Lead by example.
-------------------------	---------------------------------------	-------------------------------------	--	---	--	---

E1 Engineer 1	Hourly Pay Band \$39.29 \$32.15	Day Rate Pay Band \$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
-------------------------	---------------------------------------	-------------------------------------	--	---	---

AE Assistant Engineer 2	Hourly Pay Band \$30.36 \$21.43	Day Rate Pay Band \$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	Hydraulic system troubleshooting and repair • Wire feeder welding • Plumbing/HVAC/Pneumatic system troubleshooting and repair • Sail in trainee capacity on vessels • Assist Port Engineer in capital projects/ repowers/overhauls • Ability to use a computer-based maintenance system
-----------------------------------	---------------------------------------	-------------------------------------	--	---	--	--

AE Assistant Engineer 1	Hourly Pay Band \$20.00	Day Rate Pay Band \$280		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
-----------------------------------	----------------------------	----------------------------	--	---	--

M3 Mate 3	Hourly Pay Band \$53.58 \$39.29	Day Rate Pay Band \$750 \$550	PW Up To: \$1,321*	Licenses & Prerequisites: • All Mate 2 items + • VSO • STCW BRM Training (preferred) • STCW OICANW 500 Ton, Near Coastal (preferred)	Vessel Proficiencies: • Skilled operation of inland tugs and push boats, coastal tugs, working in current, etc.	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.	Advanced crew management skills. Ability to assist in large projects and drydocking management
---------------------	---------------------------------------	-------------------------------------	------------------------------	---	---	--	--

M2 Mate 2	Hourly Pay Band \$47.15 \$32.15	Day Rate Pay Band \$660 \$450		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)	Vessel Proficiencies: • Perform all Deckhand duties, call barges safely on and off dock • Proficient in operating vessel and basic maneuvering • Basic engine room knowledge and mechanical repair abilities • Advanced crew management skills; work plans created with captain/chief and carried out	Compliance: • Advanced knowledge and proficiency in operation of the vessel management system, able to build templates, forms, and reports in VMS • Maintain inventories, complete outstanding tasks and VMS items in a timely manner • Understanding and enforcement of The Curtin Standard • Advanced knowledge in assisting with internal and external compliance audits
---------------------	---------------------------------------	-------------------------------------	--	--	--	--

M1 Mate 1	Hourly Pay Band \$38.58 \$32.15	Day Rate Pay Band \$540 \$450		Licenses & Prerequisites: • Passport • 200 GRT Mate, Near Coastal w/ Mate of Towing or 500 GRT Mate, Near Coastal w/ TOAR • MRQP FCC License • Radar Unlimited • STCW Basic Training • CG Medical Cert	Vessel Proficiencies: • Perform all Deckhand duties • General understanding of Curtin vessel 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 audits
---------------------	---------------------------------------	-------------------------------------	--	---	---	--

BM Barge Master	Hourly Pay Band \$85.72 \$71.43	Day Rate Pay Band \$1,200 \$1,000	PW Up To: \$1,364*	Licenses & Prerequisites: • Master of Towing Vessels, 200GRT, Oceans	Boat Handling: • Able to Serve as Master	Vessel Management System: • Master of Helm Connect • Proficient in the Operation of all Modules and the	The Barge Master is the overall authority in charge and responsible for but not limited to the following: • Safety of crew, equipment, and environment • Ensuring all personnel involved in the barge operation receive detailed job briefing prior to commencement of work	Creates work plans to meet company standards; prioritizing efficiency, innovation, and integrity • Ensure management and training of crew • Liaise with client and office to meet highest level of customer service • Delegate duties to appropriately qualified personnel	Qualifications: • Advanced knowledge in all aspects of barge operation, including anchor handling, crane work, towing, spud operation, winch systems, company SMS policies, etc. • Proven management and leadership skills
---------------------------	---------------------------------------	---	------------------------------	--	--	--	--	---	---

DC Dredge Captain	Hourly Pay Band \$78.58 \$57.15	Day Rate Pay Band \$1,100 \$800	PW Up To: \$1,364*	Licenses & Prerequisites: • Master of Towing Vessels, 200GRT, Oceans	Boat Handling: • Able to Serve as Master	Vessel Management System: • Master of Helm Connect • Proficient in the Operation of all Modules and the	The Dredge Captain is the overall authority in charge and responsible for but not limited to the following: • Safety of crew, equipment, and environment • Ensuring all personnel involved in the dredge operation receive detailed job briefing prior to commencement of work	Creates work plans to meet company standards; prioritizing efficiency, innovation, and integrity • Ensure management and training of crew • Liaise with client and office to meet highest level of customer service • Delegate duties to appropriately qualified personnel	Qualifications: • Advanced knowledge in all aspects of dredge operation, including anchor handling, crane work, towing, spud operation, winch systems, company SMS policies, etc. • Proven management and leadership skills
-----------------------------	---------------------------------------	---------------------------------------	------------------------------	--	--	--	---	---	--

C3 Crane Operator 3	Hourly Pay Band \$57.15 \$50.00	Day Rate Pay Band \$800+ \$700	PW Up To: \$1,400*	Licenses & Prerequisites: • NCCCO Endorsements Preferred: LBT, LBS, TLL, BTF, STC • See Crane Operator Licenses & Pre-Requisites • Qualified operations of all company owned cranes
-------------------------------	---------------------------------------	--------------------------------------	------------------------------	---

C2 Crane Operator 2	Hourly Pay Band \$50.00 \$42.86	Day Rate Pay Band \$700 \$600		Licenses & Prerequisites: • See Crane Operator 1 Licenses & Pre-Requisites • Must be able to complete monthly crane inspection reports
-------------------------------	---------------------------------------	-------------------------------------	--	---

C1 Crane Operator 1	Hourly Pay Band \$42.86 \$32.15	Day Rate Pay Band \$600 \$450		Licenses & Prerequisites: • NCCCO license with LBC & TLL endorsements • Physical & drug test • Qualified rigger certification • TWIC card • Perform daily crane inspection prior to crane operations	Experience: • Conventional Crane Operating Experience
-------------------------------	---------------------------------------	-------------------------------------	--	--	---

D3 Deckhand 3	Hourly Pay Band \$33.93 \$28.57	Day Rate Pay Band \$475 \$400	PW Up To: \$1,305*	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: • Mastery of DH 1 & 2 • Complete Curtin DH training manual • Work safely as directed by supervisor • Identify maintenance needs & plan projects to address them • Experienced in use of vessel management system • Ability to run deck and lead the deck crew	Knowledge & Skill: On Deck: • Anchor handling • Rigging tandem tows • Preparing & rigging barges for tow • Advanced cargo lashing • Advanced barge calling/ piloting	Engine Room: Basic electrical, plumbing, carpentry, and mechanical knowledge House Duties: lead deck crew in & stowing for long voyages.
-------------------------	---------------------------------------	-------------------------------------	------------------------------	---	--	--	---

D2 Deckhand 2	Hourly Pay Band \$28.57 \$21.43	Day Rate Pay Band \$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	Knowledge & Skill: On Deck: • Making & breaking tow, various configurations Marlinespike: • Splices (3, 8, 12 strand; molly hogan wire) • Knots (bowline, clove hitch, round turn	2 & 2 half hitches, timber hitch) Engine Room: • Reading gauges/logging • Clean/inspect equipment • Trace systems • House duties: maintain fresh water levels • Shopping/provisioning • Inventory/cooking/cleaning
-------------------------	---------------------------------------	-------------------------------------	--	---	---	---	---

D1 Deckhand 1	Hourly Pay Band \$20.00	Day Rate Pay Band \$280		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
-------------------------	----------------------------	----------------------------	--	--	--	---

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
---	---	---	--

L3 Labor 3	Hourly Pay \$20.00	Knowledge & Skill: See Labor 2		
L2 Labor 2	Hourly Pay \$18.00	Knowledge & Skill: See Labor 1		
Day Rate Pay Bands	\$192 \$228	\$266 \$475	\$450 \$650	\$625 \$1080

L3 Labor 3	Hourly Pay \$20.00	Knowledge & Skill: See Labor 2	Painting / Coating • Deck Growler • Mix Paint • Lead Paint Crew	Forklift/ Rigging: • Unloading Trucks • Fueling Equip • Lift Operation	Assist Welding: • Advanced Grinding • Torch Use • Basic Welding/ Tack	Assist Electrical: • Trainings • Pulling Cable (Jr. Engineer) • Install Panels, Battery, Switches (Jr. Engineer)	• Mount/Install Lighting (Jr. Engineer)	Assist Engineer: • Assemble Parts • Journeyman Mechanic • Grease Crane • Basic Troubleshooting and System Knowledge	Other: • Purchase Revisions • Stocking/ Receiving • Qualified Rigger • OSHA 30
L2 Labor 2	Hourly Pay \$18.00	Knowledge & Skill: See Labor 1	Painting / Coating • Primer (Orange) • Basic Grinder • Needle Gunning • Surface Prep	Forklift/ Rigging: • Basic Operational • Rigging	Assist Welding: • Welding Assistant • Learn Machines, • Rods & Tools	Assist Electrical: • Use of Power Tools/ • Pneumatic and Electric Wire Wheels	Assist Engineer: • Tool Retrieval • Disassemble Parts • Power Tools/ Equip	Other: • Train on Labor 3 Tasks • Mix Paint • Stand Fire Watch • Basic Forklift and Rigging	

L1 Labor 1	Hourly Pay Band \$16.50	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.	Pre-Reqs: • Physical & Drug Test • Respiratory Fitness Test	Knowledge/ Skill: • Housekeeping • Basic Safety Knowledge • PPE	Painting/ Coating: • Cleaning • De-Greasing	Forklift/ Rigging: • Vocab • Shadow Skilled Crew	Assist Welding: • Vocab • Clean Up	Assist Electrical: • Safety Knowledge • Observation	Assist Engineer: • Observation • PPE Use • Sweeping & Cleaning	Other: • Train on Labor 2 Tasks
----------------------	----------------------------	---	--	---	--	---	---	--	--	---



Scan To View / Download