

2026 Employee Journey Roles & Pay Map

E5 Engineer 5	Hourly Pay Band \$62.50 \$57.15	Day Rate Pay Band \$875 \$800	PW Up To: \$1,364*
Licenses & Prerequisites:	Responsibilities & Goals:		
<ul style="list-style-type: none"> All Engineer 4 items + DDE 4000 or 3AE Unlimited or AE Limited Oceans STCW OICEW (preferred) 	<ul style="list-style-type: none"> 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:	Responsibilities & Goals:		
<ul style="list-style-type: none"> All Engineer 3 items + DDE 4000 or 3AE Unlimited or AE Limited Oceans 	<ul style="list-style-type: none"> 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:	Responsibilities & Goals:		
<ul style="list-style-type: none"> All Engineer 2 items + DDE 1000 STCW-RFPEW (preferred) 	<ul style="list-style-type: none"> 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:	Responsibilities & Goals:		
<ul style="list-style-type: none"> All Engineer 1 items + STCW Basic Training MMC-QMED/Oiler 	<ul style="list-style-type: none"> "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:	Responsibilities & Goals:		
<ul style="list-style-type: none"> All AE 2 items Passport QMED/Oiler (preferred) STCW Basic Training (preferred) 	<ul style="list-style-type: none"> 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:	Responsibilities & Goals:		
<ul style="list-style-type: none"> MMC - OS/Wiper CG Med Cert All AE 1 AWS weld qualification (preferred) 	<ul style="list-style-type: none"> 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:	Responsibilities & Goals:		
<ul style="list-style-type: none"> Application submitted for MMC (Wiper) CG Physical & drug test TWIC All Labor 3 items 	<ul style="list-style-type: none"> 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 		

C3 Captain 3	Hourly Pay Band \$77.15 \$51.79	Day Rate Pay Band \$1080 \$725	PW Up To: \$1,321*
Licenses & Prerequisites:	Vessel Proficiencies:		
<ul style="list-style-type: none"> All Captain 1 items + 500 GRT Master, Oceans w/ Master of Towing 	<ul style="list-style-type: none"> "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 		

C2 Captain 2	Hourly Pay Band \$62.15 \$44.65	Day Rate Pay Band \$870 \$625	
Licenses & Prerequisites:	Vessel Proficiencies:		
<ul style="list-style-type: none"> All Captain 1 items + STCW Med PIC (preferred) 	<ul style="list-style-type: none"> Ocean towing, tandem towing in various arrangements, bar crossings, etc. Thorough understanding of rigging and cordage Anchor Handling Critical path and proactive planning to maximize efficiency in operations Thorough understanding of rigging and cordage Anchor Handling 		

C1 Captain 1	Hourly Pay Band \$53.58 \$44.65	Day Rate Pay Band \$750 \$625	
Licenses & Prerequisites:	Vessel Proficiencies:		
<ul style="list-style-type: none"> All Mate 3 items + 200 GRT Master, Near Coastal w/ Master of Towing or 500 GRT Master Near Coastal w/ TOAR 	<ul style="list-style-type: none"> STCW Master 500 GT, Near Coastal (preferred) 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. 		

Licenses & Prerequisites:	Compliance:		
<ul style="list-style-type: none"> All Captain 1 items + 500 GRT Master, Oceans w/ Master of Towing 	<ul style="list-style-type: none"> 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 		

Licenses & Prerequisites:	Compliance:		
<ul style="list-style-type: none"> All Captain 1 items + STCW Med PIC (preferred) 	<ul style="list-style-type: none"> Attend and lead crews and vessels through audits and inspections Impeccable recordkeeping Understand and operation of VMS Experienced in auditing and proactively completing corrective actions Thorough understanding of Sub-M, ABS, and USCG requirements 		

Licenses & Prerequisites:	Compliance:		
<ul style="list-style-type: none"> All Mate 3 items + 200 GRT Master, Near Coastal w/ Master of Towing or 500 GRT Master Near Coastal w/ TOAR 	<ul style="list-style-type: none"> Proficient in operation of VMS Understanding and compliance with Curtin Standard Thorough recordkeeping 		

Leadership & Management:	Other crew onboard:		
<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 training ground on board the vessel Provide critical and constructive feedback on other crew, equipment, jobs, etc. Complete required performance evaluations. 		

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M3 Mate 3	Hourly Pay Band \$53.58 \$39.29	Day Rate Pay Band \$750 \$550	PW Up To: \$1,321*
Licenses & Prerequisites:	Leadership & Management:		
<ul style="list-style-type: none"> All Mate 2 items + VSO STCW BRM Training (preferred) STCW OICANW 500 Ton, Near Coastal (preferred) 	<ul style="list-style-type: none"> 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. 		

Vessel Proficiencies:	Advanced crew management skills:		
<ul style="list-style-type: none"> Skilled operation of inland tugs and push boats, coastal tugs, working in current, etc. 	<ul style="list-style-type: none"> 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:	Leadership & Management:		
<ul style="list-style-type: none"> All Mate 1 items + Complete DH training manual STCW Proficiency in Survival Craft STCW Advanced Fire Fighting (preferred) STCW Med Care Provider (preferred) 	<ul style="list-style-type: none"> 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. 		

Vessel Proficiencies:	Advanced crew management skills:		
<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Ability to assist in large projects and drydocking management 		

M1 Mate 1	Hourly Pay Band \$38.58 \$32.15	Day Rate Pay Band \$540 \$450	
Licenses & Prerequisites:	Leadership & Management:		
<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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. 		

Vessel Proficiencies:	Advanced crew management skills:		
<ul style="list-style-type: none"> 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.) 	<ul style="list-style-type: none"> Ability to assist in large projects and drydocking management 		

W3 Lead Welder/Fitter	Hourly Pay Band \$50.00 \$30.00		
Licenses & Prerequisites:	Responsibilities & Goals:		
<ul style="list-style-type: none"> Seam Welder Mirror Welder Pre-Heat / Cool Down temps Dye Run all machines, all process, all metals. Master Welder 	<ul style="list-style-type: none"> 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 		

W2 Welder 2	Hourly Pay Band \$30.00 \$25.00		
Licenses & Prerequisites:	Responsibilities & Goals:		
<ul style="list-style-type: none"> 80-120 inches of welds an hour (wire/MIG) 40-50 inches of welds an hour (stick) Deck Plates (no seams) Lead Welder, when needed Aluminum Welds Tig Welding Interpret prints 	<ul style="list-style-type: none"> Understand weld schedule Weld layouts Shipyard competent person training Stainless Steel ABS 9G/4G certification Obtain USCG Qualified Member of The Engineering Department (QMED) licensure 		

W1 Welder 1	Hourly Pay Band \$25.00 \$20.00		
Licenses & Prerequisites:	Responsibilities & Goals:		
<ul style="list-style-type: none"> Prepping for Welder II / III Flat / Deck Plate Welds (60-100) Proper Tack Welds / Placement Basic Stick Welding Basic Welding (inner shield) (60-100) 	<ul style="list-style-type: none"> Welding Mark Up Tools Welding Machines Carbon Arc Plasma Cut 1/1G FCAW Oxy fuel cutting 		

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:	Responsibilities & Goals:		
<ul style="list-style-type: none"> Master of Towing Vessels, 200GRT, Oceans 	<ul style="list-style-type: none"> 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 		

DC Dredge Captain	Hourly Pay Band \$78.58 \$57.15	Day Rate Pay Band \$1,100 \$800	PW Up To: \$1,364*
Licenses & Prerequisites:	Responsibilities & Goals:		
<ul style="list-style-type: none"> Master of Towing Vessels, 200GRT, Oceans 	<ul style="list-style-type: none"> Ability to Train Others Advanced Crew Management Skills Ability to Assist in Large Project and Dry Docking Management 		

D3 Deckhand 3	Hourly Pay Band \$33.93 \$28.57	Day Rate Pay Band \$475 \$400	PW Up To: \$1,305*
Licenses & Prerequisites:	Responsibilities & Goals:		
<ul style="list-style-type: none"> 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) 	<ul style="list-style-type: none"> 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 		

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

D1 Deckhand 1	Hourly Pay Band \$20.00	Day Rate Pay Band \$280	
Licenses & Prerequisites:	Responsibilities & Goals:		
<ul style="list-style-type: none"> All Labor 3 items TWIC Card Application submitted for MMC (Ordinary Seaman) CG Physical & drug test 	<ul style="list-style-type: none"> Work safely as directed by supervisor Proactively learn and become proficient with the various vessels in our fleet Complete Labor Training Program binder 		

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

C2 Crane Operator 2	Hourly Pay Band \$50.00 \$42.86	Day Rate Pay Band \$700 \$600	
Licenses & Prerequisites:	Responsibilities & Goals:		
<ul style="list-style-type: none"> See Crane Operator I Licenses & Pre-Requisites 	<ul style="list-style-type: none"> 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:	Responsibilities & Goals:		
<ul style="list-style-type: none"> NCCCO license with LBC & TLL endorsements Physical & drug test Qualified rigger certification TWIC card Perform daily crane inspection prior to crane operations 	<ul style="list-style-type: none"> Conventional Crane Operating Experience 		

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
L2 Labor 2	Hourly Pay \$18.00	Knowledge & Skill: See Labor 1

L2 Labor 2	Hourly Pay \$18.00	Knowledge & Skill: See Labor 1
L1 Labor 1	Hourly Pay \$16.90	Knowledge & Skill: See Labor 1

L1 Labor 1	Hourly Pay \$16.90	Knowledge & Skill: See Labor 1
Pre-Reqs:	Knowledge/Skill:	Painting/Coating:
<ul style="list-style-type: none"> Physical & Drug Test Respiratory Fitness Test 	<ul style="list-style-type: none"> Housekeeping Basic Safety Knowledge PPE 	<ul style="list-style-type: none"> Cleaning De-Greasing

Painting / Coating:	Forklift/Rigging:	Assist Welding:	Assist Electrical:	Assist Engineer:	Other:
<ul style="list-style-type: none"> Deck Growler Mix Paint Lead Paint Crew 	<ul style="list-style-type: none"> Unloading Trucks Fueling Equip Lift Operation 	<ul style="list-style-type: none"> Advanced Grinding Torch Use Basic Welding/Tack 	<ul style="list-style-type: none"> Trainings Pulling Cable (Jr. Engineer) Install Panels, Battery, Switches (Jr. Engineer) 	<ul style="list-style-type: none"> Mount/Install Lighting (Jr. Engineer) 	<ul style="list-style-type: none"> Purchase Revisions Stocking/Receiving Qualified Rigger OSHA 30

Painting / Coating:	Forklift/Rigging:	Assist Welding:	Assist Electrical:	Assist Engineer:	Other:
<ul style="list-style-type: none"> Primer (Orange) Basic Grinder Needle Gunning Surface Prep 	<ul style="list-style-type: none"> Basic Operational Rigging 	<ul style="list-style-type: none"> Welding Assistant Learn Machines, Rods & Tools 	<ul style="list-style-type: none"> Use of Power Tools/ Pneumatic and Electric Wire Wheels 	<ul style="list-style-type: none"> Tool Retrieval Disassemble Parts Power Tools/ Equip 	<ul style="list-style-type: none"> Train on Labor 3 Tasks Mix Paint Stand Fire Watch Basic Forklift and Rigging

Pre-Reqs:	Knowledge/Skill:	Painting/Coating:	Forklift/Rigging:	Assist Welding:	Assist Electrical:	Assist Engineer:	Other:
<ul style="list-style-type: none"> Physical & Drug Test Respiratory Fitness Test 	<ul style="list-style-type: none"> Housekeeping Basic Safety Knowledge PPE 	<ul style="list-style-type: none"> Cleaning De-Greasing 	<ul style="list-style-type: none"> Unloading Trucks Fueling Equip Lift Operation 	<ul style="list-style-type: none"> Welding Assistant Learn Machines, Rods & Tools 	<ul style="list-style-type: none"> Use of Power Tools/ Pneumatic and Electric Wire Wheels 	<ul style="list-style-type: none"> Tool Retrieval Disassemble Parts Power Tools/ Equip 	<ul style="list-style-type: none"> Train on Labor 2 Tasks Observation PPE Use Sweeping & Cleaning

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
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