



Seasonal Shipboard Position: Chief Mate

Accountability: Captain(s)

General Scope: The Chief Mate works hand and hand with the Captain, Program Coordinator (PC), Program Director, Partnership Director and other staff as part of the shipboard leadership team. Together, you facilitate shipboard programs that Educate-Inspire-Empower youth of all ages aboard the schooner *Adventuress*. The Captain, Mate and PC work together in determining the needs of the group including crew and adjusting programs accordingly. In addition, as the Chief Mate, you are responsible for running the ship's deck, training and supervising crew, and for managing overall ship's maintenance. Note: Role may require longer or different hours than the rest of the crew if equipment or systems need repair or maintenance.

As the Chief Mate, you are an active crew member and a part of the shipboard leadership team, living and working aboard the historic schooner *Adventuress*. You will co-manage up to 12 other crew, up to 24 participants during an overnight program, and up to 45 on day programs. Programs aboard *Adventuress* range from 3 to 6-day overnight trips, as well as 3-5-hour day sails with students, dockside tours, 3-hour sails for the public, festivals, transits, fundraising events and other day sails.

As a member of the Shipboard Leadership team you will embody Sound Experience's inclusive and positive organizational culture. All Sound Experience employees should model kindness, a welcoming and positive attitude, physical and emotional safety, and care for people and the environment. You will positively represent Sound Experience to participants, the public, parents, and teachers through upholding the organization's vision, mission, and values at all times. The same culture extends to all "Office Watch" staff, Board Members, volunteers and dedicated donors. As a leader on board, it is essential to establish, expect, and maintain a shipboard lifestyle of inclusivity, a supportive learning platform, and a welcoming community.

Compensation: Seasonal Paid Position. Monthly salary of \$2,200-\$2,500, depending on experience, plus meals and lodging aboard the ship during contracted sailing season.

Benefits: Housing and meals while onboard, 6-8 days off per month, paid sick leave, retirement plan eligibility, and on-the-job professional development and opportunity to apply for training scholarship support. Position is required to live aboard.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Shipboard Leadership Team Management:

- Co-coordinate and participate in all aspects of shipboard life: chores, sail prep, stowing of ship and personal gear, group decision making and process, ship maintenance
- Assist in solving problems which may involve the education program, galley, participants, coworkers, volunteers, or the living community, etc.
- Collaborate with the Captain and Program Coordinator to plan ship's daily activities and determine collective agenda.

- Work with shipboard leadership and organization leadership to develop maritime skills training for vessel crew and participants.
- Assess safety and effectiveness of program daily and make recommendations for further training.
- Facilitate learning opportunities whenever possible for crew, volunteers, and participants.
- Work with Program Coordinator to create training opportunities for apprentices, based on goals sent by the office.
- Learn and uphold the feedback procedures as described during orientation.

Shipboard & Program Duties:

- Implement Captain's directions for the running of the vessel: direct sail setting, taking in , and handling, ship maneuvering, prepare for docking, head of the emergency response team.
- Always use prudent judgement concerning the safety of participants and crew and serve as a role model.
- Help train and work with interns and volunteers in shipboard activities, specifically deck related skills
- Participate in and occasionally lead crew meetings, feedback sessions, program debriefs, and fill out evaluations as requested.
- Know the emergency response protocols and respond to all shipboard emergencies and emergency drills as assigned.
- Be familiar with the operations of the ship's machinery and electrical systems.
- Orient crew and volunteers to safety procedures, systems, and drills.
- Under the direction of the Captain, assume primary responsibility for management and maintenance of vessel sails, rigging, woodwork, and finish work
- Keep accurate maintenance records and work with the bosun to maintain an ongoing "To Do" list of maintenance projects.
- Insure monthly and bi-monthly checklists, (rig check, safety gear, medical inventory, etc.) are completed by assigned crew members.
- Keep charts updated in accordance with locally and regionally released "Notice to Mariners" reports.
- When purchasing for the ship, immediately turn in all receipts to the Captain.
- Utilize Restorative Practices and similar techniques, as taught in Crew Orientation, around student behavior management.
- Provide a written end-of-season turnover report to the Captain(s) and following mate regarding the state of the ship.
- Willingness to participate in providing medical care to the level of your training.
- Interact and engage students, adults and members of the public on a daily basis.
- Other duties as assigned

Qualifications: The qualifications listed below are representative of the knowledge, skill, and/or ability required for this seasonal crew position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- 18 years or older
- Current with flu and Covid vaccinations by start of sailing season
- CPR or First Aid (current certification at time of season start)

- Washington State Food Handlers Card (current certification at time of season start)
- Physical ability to perform daily activities including hauling, climbing, balancing, lifting, stooping/crouching, kneeling, sitting
- USCG 100 Ton Inland Masters with Auxiliary Sail certificate and Basic Safety Training required.
- Prior experience as a Mate on tall ships
- Ability to pass pre-employment background check and drug test
- Be organized and self-motivated. Strong interpersonal and leadership skills.
- Communicate clearly, effectively, and appropriately to a variety of audiences.
- Ability to interpret a variety of instructions furnished in written, oral, diagram or schedule form
- Ability to maintain high level of responsibility and accountability. Ability to monitor and supervise activities of shipmates and participants in potentially hazardous situations.
- Ability to work in an outdoor environment with inclement weather conditions.
- Ability to work well both individually and as a team member, as well as independently with small groups of students.
- Ability to stay positive when working with crew, adults and/or students over multiple days in relatively confined spaces of the vessel
- Proactive work ethic: willingness to be flexible and help in any aspects of programming necessary

Desired Qualifications:

- Facilitation or teaching experience
- WFR or above (current certification at time of season start)
- Experience working with youth (ages 10-17) and/or adults (ages 18-90).
- Experience co-managing or managing a team

Mission

Sound Experience sails the historic schooner *Adventuress* to educate, inspire, and empower an inclusive community that works to improve our marine environment and celebrates our maritime heritage.

Vision

We envision a future where everyone values Puget Sound/Salish Sea and the world's oceans and chooses to act as stewards of their treasured waters.

Values

- Transformative Education - changing our youth, our communities, and our world
- Learning Organization - evolving for and with our people
- Living Sustainably - acting for our waterways
- Partnering - sharing our collective strengths
- Integrity - doing the right thing
- All Are Welcome