



Position Title Mate		
Department Programs - Ship Operations	Position Reports To Lead Captain/Captain	\$125
Employment Type Non-Exempt - Seaman	Positions Responsible For Mate, Deckhands	Pay Range Per Day
Position Overview The Mate is responsible for assisting the Captain in the safe and efficient operation of the vessel. This is a seasonal position on an as needed basis.		
Primary Responsibilities Sailing - Under the supervision of the Captain: <ul style="list-style-type: none"> • Directs crew and passengers in the safe and effective operation/navigation of the vessel in support of ISEA educational mission • Coordinates daily operations with Lead Instructor to accomplish the educational mission of ISEA within the constraints of weather and other safety related factors • Assists less experienced crew with training in vessel operations, seamanship, and safety procedures • Enforces ship's rules, policies and Standing Orders • Supervises, with education staff, the deployment and recovery of sampling equipment • Oversees operation of deck machinery, engine room equipment and systems • Carries out monthly, weekly and daily safety checks. Carries out or supervises Boat <ul style="list-style-type: none"> • Checks during the day • Directs and/or assists with the loading of equipment in preparation for educational programs • Participates in and helps evaluate emergency drills. Ship Maintenance <ul style="list-style-type: none"> • Oversees maintenance and repairs • Records maintenance and repairs in Ship's Log • Carries out or supervises scheduled maintenance • Sees that sufficient fuel and water are aboard as needed, and holding tanks are pumped as needed. Records tankage data in log. • Determines needed equipment and supplies Leadership <ul style="list-style-type: none"> • Serves as an ambassador to the community • Contributes to the organizational culture that will attract, retain and motivate a diverse staff of quality employees and volunteers • Mentors crew and other individuals in the organization. Provides regular performance feedback according to established performance objectives • Displays passion and optimism; Inspires respect and trust, Mobilizes others to fulfill the vision and mission; Provides vision and inspiration to peers and subordinate • Exhibits objectivity and openness to others' views. Builds morale and group commitments to goals and objectives. • Exhibits sound and accurate judgment. Secondary Responsibilities <ul style="list-style-type: none"> • Undertakes other tasks aboard and ashore as needed to advance the ISEA mission Schedule As Needed		Performance Evaluation
OCCUPATIONAL/ENVIRONMENTAL EXPOSURES The physical environment requires the employee to work exposed to all conditions found aboard a ship at sea. This includes heavy weather, extreme heat/cold and precipitation. Occasionally required to use personal protective equipment to prevent exposure to hazardous materials.		

Skills/Prerequisites	
Required	Preferred
<ul style="list-style-type: none"> • 3+ years experience as crew of a large sailing vessel • Ability to work well with youth, adults and professional staff • Strong knowledge of Great Lakes related science and environmental issues • Excellent interpersonal and verbal skills • Strong team leader and player • Ability to lift equipment of 40 lb and haul halyards, dock and anchor lines • Ability to travel 1- 10 days at a time • Ability to work weekends and evenings as needed • Ability to work in turbulent waters and challenging weather conditions. • Not subject to severe motion sickness • Ability to work aloft in the rigging. • Qualified as to sight, hearing, and physical condition to perform assigned duties and physically able to perform all duties associated with the protection and evacuation of passengers during emergency situations. • Must pass criminal background check and participate in ISEA's Drug and Alcohol Testing Program. • Must complete on-line BSA Youth Protection Training 	
Education	
Required	Preferred
College Degree	Science or Marine Science
Licenses and Certifications	
Required:	Preferred
CPR Certificate First Aid Certificate Valid Driver's License USCG 50 Ton Great Lakes Mates License	