Captain

Inland Seas Education Association (ISEA) seeks an enthusiastic, hard-working individual to join our team as a full-time Captain for schooners *Inland Seas* and *Alliance.* The ideal candidate has experience working on traditional sailing vessels, navigating the Great Lakes, and holds, at minimum, a USCG 100 Ton Great Lakes Master's License, with Sail Endorsement. This position reports to ISEA's Senior Captain and is responsible for the Mate, Deckhands, and Cook while onboard.

ISEA operates two schooners, *Inland Seas* and *Alliance*, based in Suttons Bay, Michigan and operating throughout the Great Lakes. We conduct overnight programs with up to 18 students plus crew and day programs with up to 35 students plus crew. Our vessels are used for Great Lakes environmental education and scientific research. It is the mission of ISEA to enhance public understanding and stewardship of the Great Lakes through hands-on shipboard and onshore educational programs for youth and adults. ISEA fosters a positive, safe, and inclusive culture. We seek team members who can create a great work environment for people of all backgrounds so that our busy season is safe and enjoyable.

The full-time role of Captain is a year-round position based in Suttons Bay, MI. The sailing season runs from mid-April through mid-October, during which the Captain is responsible for ship operations. During the non-sailing season, the Captain oversees ship maintenance and repairs, seasonal crew hiring, and volunteer crew training.

To apply, please submit a resume and letter of interest to Senior Captain Ben Hale at isea@schoolship.org. References will be requested for final candidates. **Position open until filled. Applications accepted on a rolling basis.**

Primary Responsibilities:

The Captain is responsible for the safe and efficient operation of the schooners *Inland Seas* and *Alliance.* In addition to ISEA's Senior Captain, they are ISEA's representative to the maritime community and the public in ports visited.

Sailing

- Responsible for directing ship, crew, and passengers in the safe and effective operation/navigation of the vessel in support of the ISEA educational mission
- Coordinates daily operations with the Education Team to accomplish the educational mission of ISEA within the constraints of weather and other safety related factors
- With the Senior Captain, directs crew and volunteer training in vessel operations, seamanship, and safety procedures

- Enforce ship's rules, policies, and Standing Orders
- Helps develop and implements safety programs for vessel in accordance with U.S. Coast Guard and other governmental regulations
- Maintains ship's logbook and other official records
- Oversees operation of deck machinery, engine room, and systems
- Directs and/or assists with the loading of equipment in preparation for educational programs.
- Oversees monitoring of communication equipment, logs and records as required by U.S. Coast Guard, FCC, and ISEA
- Initiates and evaluates emergency drills as required by the U.S. Coast Guard
- Ensures that the vessel is operated to meet legal requirements of the U.S. Coast Guard and best practices of prudent mariners.
- Exhibits sound and accurate judgement.

<u>Ship Maintenance</u>

- Leads and oversees the maintenance and repairs of both ships
- Records maintenance and repairs in Ship's Log
- Sets maintenance schedules, in conjunction with the Senior Captain
- Ensures that sufficient fuel and water are aboard as needed and holding tanks are pumped out as needed. Record tankage data in log
- Determines and purchases necessary equipment and supplies

<u>Leadership</u>

- Serves as an ambassador to the community and donors to promote the organization
- Builds the organizational culture that will attract, retain, and motivate a diverse staff of quality employees and volunteers
- Mentors crew, volunteers, and other individuals in the organization. Makes self available to staff
- 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 subordinates
- Exhibits objectivity and openness to others' views. Builds morale and group commitments to goals and objectives

Secondary Responsibilities:

- Undertakes other tasks aboard and ashore as needed to advance the ISEA mission

Skills/Prerequisites:

Required

- 5+ years experience as captain of a large passenger sailing vessel
- 10+ years of experience on sailing vessels
- Ability to work well with youth, adults, volunteers, and professional staff
- Excellent interpersonal, written, and verbal skills
- Enthusiastic about teaching and learning
- Strong organizational skills
- Strong team leader and player
- Ability to lift equipment of 40 lb and haul halyards, dock, and anchor lines
- Ability to travel up to three weeks at a time, especially June - September
- Ability to work weekends and evenings as needed, especially June - September
- Ability to work in turbulent waters and challenging weather conditions
- Ability to work aloft
- Not subject to severe motion sickness
- Qualified as to sight, hearing, and physical condition to perform Captain's 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 DOT random drug testing

Preferred

- 2+ years education experience in a science setting
- Knowledge of Great Lakes related science and environmental issues

Education:

Required: N/A Preferred: College Degree

Licenses and Certification

Required

- USCG 100 Ton Great Lakes Master's License (or greater), with Sail Endorsement
- CPR Certification
- First Aid Certification
- FCC Marine Radio Operator Permit
- Valid Driver's License
- TWIC Card

Job Type, Compensation, Benefits

This is a full-time exempt position as a seaman.

Pay: The salary range for this position is $55,000 - $70,000, based on skills and experience.

Location: Based in Suttons Bay, MI with significant travel throughout the Great Lakes during June - September.

Benefits:

- Health, Dental, and Vision insurance
- Employer 401k match
- Paid Time Off
- Paid Holidays (8)

Expectations:

- This position is expected to work approximately 40-50 hours per week on ship-related duties and tasks. In the summer season, work hours are extended while traveling and working in away-ports. In addition to ship keeping and sailing, working well with others and instructing students and volunteers are also requirements of this position.
- While living aboard the ship, all persons (ISEA staff, interns, and volunteers) are expected to participate in basic daily chores and tasks related to living and working in a small, shared space. These tasks occur before and/or after the scheduled programs, extending the work day during this time.

Shipboard Meals and Accommodations:

This position lives aboard the ship for part of the sailing season. Aboard the ship, it is customary for lunch to be provided on sailing days, and for all meals to be provided on overnight transits and when working at away ports (June-September). When delivering programs outside of the Grand Traverse Bay area, the Captain enjoys a private cabin, but common spaces aboard the ship are considered a shared living space with other ISEA staff and volunteers.

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 all forms of precipitation. They are occasionally required to use personal protective equipment to prevent exposure to hazardous materials.

Inland Seas Education Association (ISEA) is an equal opportunity employer. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws. This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. ISEA makes hiring decisions based solely on qualifications, merit, and business needs at the time.