

Boat Captain

Level: Non-Exempt

Term: Seasonal (Late May-October, 30-32 hours/week – less hours in May-mid-June and Sept-October; days of the week are mainly Wednesday-Sunday)

Salary: \$25.00/hour

Reports To: Bakers Island Program Manager

Updated: January 2022

Organization and Location: Essex Heritage (non-profit), Salem Sound, Salem, MA

Basic Scope and Function:

The Boat Captain is responsible for operating the Essex Heritage landing craft, *Naumkeag*, for trips from Salem's commercial dock to Bakers Island Light Station, Misery Island beaches, as well as harbor cruises. The Boat Captain has the ultimate responsibility for passengers, crew, and vessel and must know and abide by all appropriate maritime laws. The Boat Captain will be assisted by a qualified deckhand who will check in passengers, assist passengers to disembark and embark at the island beaches, and will conduct any on-island tours. The Boat Captain will work with the Bakers Island Light Program Manager to ensure proper documentation, safety equipment, and maintenance/inspections are in order.

Overall Duties:

- To oversee all aspects of the operation and maintenance of the Essex Heritage vessel, *Naumkeag*;
- To operate landing craft for trips from the Blaney Street commercial dock in Salem to beaches on Bakers Island Light Station and Misery Island beaches. Beach landing requires confidence and skill especially in windy conditions.
- To maintain a clean, orderly vessel with all necessary safety equipment;
- To ensure (with assistance from the Bakers Island Program Manager) that all required paperwork and documentation is on board the vessel and up to date;
- To take initiative for vessel maintenance and scheduling service when required;
- To work with the Bakers Island Light Program Manager on the seasonal program planning;

- To represent Essex Heritage in a professional manner.

Specific Duties:

- Responsible for working with the deckhand to prepare vessel for USCG Annual Inspection;
- Ensure that the fire suppression systems on the vessel are in working condition and are inspected annually;
- Keeping a detailed log of all trips;
- Providing a safety briefing for passengers prior to leaving the dock;
- Safely operating the vessel while underway, at the beach landing, and at the docking;
- Opening and closing the boat, including a washdown at the dock at the end of the day with the assistance of the deckhand.
- Remaining at all times with the vessel at mooring while the tours are occurring on island;
- Wearing appropriate Essex Heritage apparel (will be provided) while operating the vessel for paying passengers;
- Working with the Bakers Island Light Program Manager and deckhand to plan tour routes and enhance content.

Minimum Education and Experience Required:

- US Coast Guard Master Captain's license (minimum 25 ton, inland) required, must be current and in good standing is required;
- Well organized, polite and professional with good verbal communication skills is required;
- Ability to make good judgments and avoid risks to the passengers, boat and organization is required;
- Prior boat tour, duck tour, or similar public tour experience is preferred.
- Experience driving a twin-engine vessel is a plus;
- Must agree to enroll in Essex Heritage's random drug and alcohol screening program;
- All candidates will be subject to a routine pre-employment background check before hiring;
- Mature, detail-oriented, calm and shows good judgement in difficult situations such as sudden weather events.

Supervisory/Managerial Experience and Responsibility:

Supervisory experience a plus

Direct supervision of deckhands while onboard vessel

Boat Captain is the highest chain of command while on board the vessel. All decisions made by the Boat Captain are final in terms of vessel safety.

Work Environment:

Work is performed on Essex Heritage's landing craft Naumkeag in Salem Harbor and the Salem Shipping Channel. The vessel is an 18-passenger Munson aluminum cat-pak 32' with two 225hp outboard Hondas. Boat Captain is responsible, with the assistance of the deckhand, for opening and closing the boat, including a washdown at the dock at the end of the day. Boat Captain remains with the boat at the mooring while passengers are on the island. Beach landing requires confidence and skill especially in windy conditions. The following physical tasks will be encountered while working on the vessel: standing positions, seated positions, moving across uneven surfaces, reaching, lifting, kneeling, pushing, pulling, grasping and climbing.

Category of Medium Work - Lifting no more than 50 pounds at a time with frequent lifting or carrying of objects weighing up to 25 pounds.