

## Job Description

Job Title:	Skipper
Employed by :	Challenge Wales
Accountable to:	Board of Trustees
Line Managed by:	Trustee (Marine Operations/Skipper)
Essential Checks:	Enhanced Disclosure and Barring Service (DBS) check, references
Type of Position	Freelance / Seasonal
Remuneration:	Dependent on experience
How to apply:	Email your CV and covering letter detailing suitability for the role together with details of two references and remuneration expectations to: <a href="mailto:reservations@challengewales.org">reservations@challengewales.org</a>
Deadlines:	Applications must be received by Midnight Wednesday 18 <sup>th</sup> April 2018. Interviews will be held in Penarth, South Wales the following fortnight. Position to start as soon as possible.

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Challenge Wales is an award-winning sail training charity, based in South Wales and currently operates two vessels (72-ft *Challenge Wales* and 60-ft *Adventure Wales*) carrying out youth development activities and adult fundraising voyages. Sailing activity takes place around the Welsh coast, Ireland, South coast and further afield where sail training events and races are taking place. In the past this has included the near continent and the Baltic countries.

We are a fun, young, growing organisation bringing adventure experiences to socially diverse young people and fundraising through adult only voyages and we are looking for a fun, enthusiastic person passionate about developing young people to join our team.

### **Purpose of the Role:**

To Skipper on both *Challenge Wales* (Challenge 72) and *Adventure Wales* (Ocean 60). The post-holder will deliver instruction and motivate young people. The majority of the role is working with young people with a small proportion being adult fundraising trips/corporate experiences. The Skipper is responsible for the overall day to day running of the vessel, its safety, SMS compliance, operational efficiency and delivering a fun and exciting voyage.

### **Tasks & Responsibilities**

You will be involved with:

- Leading Mate, volunteer crew and voyage crew on each voyage

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- Working with young people from diverse backgrounds to achieve RYA qualifications, DofE Gold Residential award, Agored Cymru accreditation and soft skills development.
- Manage all aspects of the assigned vessels operation
- Conduct personal assessments
- Able to be professional and commercially & personally sensitive at all times (both on and off the vessel) acting with tact and diplomacy
- Manage safety, discipline, morale and welfare of volunteers, trainees and clients
- Victualling the vessel within budget and following Challenge Wales' financial and purchasing procedures
- For dealing with unexpected and planned issues which might be encountered on a sailing vessel at sea, e.g. repairs, maintenance, electrical (AC & DC), plumbing systems/bilge systems, generator, diesel engine, sail repairs
- Championing the brand and raising the profile of the charity

The above list is not intended to be comprehensive but the post-holder will be expected to be flexible in carrying out tasks relate to their role.

### **Personal Specification**

The successful candidate will:

- Have a valid medical fitness certificate, preferably ENG1
- Have a Yachtmaster Offshore qualification
- Have a Commercial Endorsement
- MCA Approved Elementary First Aid Course
- VHF Radio Licence
- Radar Operation Certificate
- Diesel Engine Course
- Medical Care Aboard Ship
- Have experience of sail training industry, enjoy working outdoors and passion to develop people
- Have had at least 2 years in a Skipper role
- Have experience of sailing vessels of similar size to Challenge Wales vessels
- Good leadership skills, a positive role-model and ability to lead in a positive way
- Be energetic enthusiastic, hands-on and willing to work hard
- Ability to remain calm in stressful situations
- Possess very good communication skills both verbal and written, be compassionate and able to understand the needs of others
- Have a strong awareness of marine environmental issues
- Competent in Excel and Word documents
- Experience of working with disadvantaged young people
- Be a team player
- Physically fit

Desirable but advantageous

- Experience of larger outdoor/adventure organisations

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- Experience in a similar role
- Skipper experience on Challenge 72's / Ocean 60's
- Food Hygiene Level 2 (not an online course)
- Instructor experience
- Powerboat Level 2
- A Welsh speaker (written/oral)

All employees are expected to take responsibility and comply with Challenge Wales' policies and procedures. Challenge Wales operates a strict non-smoking and non-drinking policy.

Further information on Challenge Wales can be found at [www.challengewales.org](http://www.challengewales.org)