

## Job Description

Job Title:	Mate
Employed by :	Challenge Wales
Accountable to:	The Skipper /Board of Trustees
Line Managed by:	The Skipper
Essential Checks:	Enhanced Disclosure and Barring Service (DBS) check, references
Type of Position	Full Time Seasonal position, with a three week on/one week off leave ratio. May – October but potential for extension.
Salary:	£16,000 annual salary plus work place pension plus food/onboard accommodation while on voyages
How to apply:	Email your CV and covering letter together with two references to: <a href="mailto:reservations@Challengewales.org">reservations@Challengewales.org</a>
Deadlines:	Applications will be received until a suitable candidate is found. Interviews likely to be held in Penarth, South Wales or West Wales. 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 carrying out youth development activities and adult fundraising voyages. Sailing activity takes places 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 Spain, Portugal, Belgium, Finland, Sweden, Denmark and Norway.

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

The Mate is a key role supporting and assisting the Skipper in delivering the services of Challenge Wales. The Mate is required to live onboard the vessel during the normal operational season. As crew on Challenge Wales is made up of volunteers, the Mate will also be required to supervise volunteers during any refit/maintenance programme.

### **Tasks & Responsibilities**

You will be involved with:

- Taking over from the Skipper should he/she be incapacitated
- Safely navigating and operating the vessel under the direction of the Skipper
- Assisting the Skipper in passage planning
- Assisting the Skipper with ensuring the vessel and its equipment are maintained in a safe and seaworthy condition at all times and in accordance with Challenge Wales' Planned Maintenance Programme
- Supporting the skipper with safety, discipline, morale and welfare of volunteers and clients



- Victualling the vessel within budget and following Challenge Wales' financial and purchasing procedures
- Co-ordinating any feedback paperwork
- Running the deck in a Mate role and leading young people and clients in sailing tasks
- Leading some tasks linked to accreditation as guided/supported by Youth Development Officer
- 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 his/her role.

### **Personal Specification**

The successful candidate will:

- Have a valid ENG1 or ML5 seafarer medical fitness certificate
- Have a Yachtmaster Offshore qualification
- Have a Commercial Endorsement
- Have experience of sail training industry
- Have experience of sailing vessels of similar size to Challenge Wales vessels
- Good leadership skills and ability to lead in a positive way
- Have the ability to work on their own initiative
- Be energetic enthusiastic, hands-on, proactive and willing to work hard
- Possess very good communication skills both verbal and written, be compassionate and able to understand the needs of others
- Experience of working with disadvantaged young people
- Be a team player

Desirable but advantageous

- Experience of larger outdoor/adventure organisations
- Experience in a similar role
- Skipper experience
- A Welsh speaker (written/oral)

All employees are expected to take responsibility and comply with Challenge Wales' policies and procedures. There is a one month probation period.

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