

## 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	Full Time
Work Hours:	Work hours will vary depending on the season. Due to the nature of seagoing employment work hours are not defined in number of hours per week but working hours and rest hours are based on the terms of the Maritime Labour Convention 2006. During peak-season (usually March – October) work will be based on a three week on/one week off leave ratio. During off-season, working days are likely to change to Monday – Friday with leave adjusted accordingly. Due to the nature of the role, Challenge Wales offers additional holiday leave and an extra 10 days of leave for sea-staff to be taken during the off-peak season.
Salary:	£29,000 plus work place pension plus food/onboard accommodation while on voyages
How to apply:	Email your CV and a supporting statement of no more than 2 sides. The supporting statement should include your motivation for applying, why you believe you are a strong candidate including examples of how you meet the responsibilities listed and your notice period (if applicable). Please also supply two references (which will be followed up if you are successful at interview) to: <a href="mailto:reservations@Challengewales.org">reservations@Challengewales.org</a>
Deadlines:	Applications to be received by 21 <sup>st</sup> May 2021. Applications may close earlier if there are sufficient suitable applicants to bring to interview or may remain open beyond the above date in order to find suitable applicants.
Selection Process:	Initial interview will be Zoom or face-to-face (depending on government guidance and location), at-sea Skipper Assessments will follow which will involve several days onboard our vessels.

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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 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 Europe 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.

From November to February, the yachts undergo winter maintenance or if not, will be involved in a new overseas winter programme. During UK maintenance (off-peak), working hours are likely to change to Monday – Friday and leave arrangements will change to reflect this.

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

To Skipper on both *Challenge Wales* (Challenge 72) and *Adventure Wales* (Ocean 60) and co-ordinate the maintenance, repair and upkeep of the vessels in conjunction with the Marine Operations Manager (a voluntary position).

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 the Mate, volunteer crew and voyage crew on each voyage
- 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
- Execute and plan the voyage schedule and input into future voyages
- Conduct onboard training, help volunteer crew progress through their competency logs and conduct personnel assessments
- Able to be professional and commercially & personally sensitive at all times (both on and off the vessel) acting with tact and diplomacy
- Advise on suitability of personnel to serve as volunteers at different levels of competence
- Manage safety, discipline, morale and welfare of volunteers, trainees and clients
- Victualling the vessel within budget and following Challenge Wales' financial and purchasing procedures
- Managing the maintenance and refit, within budget, and ensuring they meet Coding standards
- Brief and supervise any contractors
- Ability to deal 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
- Bringing your own ideas to the charity and voyage schedule to help Challenge Wales grow, and continue to innovate.

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 ENG1 medical fitness certificate
- Have a Yachtmaster Offshore qualification
- Have a Commercial Endorsement
- MCA Approved Elementary First Aid Course
- VHF Radio Licence
- Radar Operation Certificate
- Diesel Engine Course
- 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
- Food Hygiene Level 2 (not an online course)
- Physically fit

Desirable but advantageous

- Experience of larger outdoor/adventure organisations
- Experience in a similar role
- Medical Care Aboard Ship
- Skipper experience on Ocean 60's and Challenge 72's
- 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)

