

Job Description

Job Title:	Freelance Skipper
Employed by :	Challenge Wales
Accountable to:	Board of Trustees
Line Managed by:	Marine Operations Manager
Essential Checks:	Enhanced Disclosure and Barring Service (DBS) check, references
Salary:	£140 per day 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, your current/last salary or day rate and your notice period (if applicable). Please also supply two references to: reservations@Challengewales.org
Deadlines:	We are looking to offer contracts at the beginning of each year, but we also consider applications at other times. Therefore there is no deadline in applying although once our pool of skippers has been secured we will close the recruitment
Selection Process:	Initial interview (zoom or face-to-face) and Skipper sailing assessment which will be in Cardiff (South Wales).
Training:	Challenge Wales provides those who are new or currently with experience in sail training, training on ocean literacy, measuring outcomes and safeguarding and encourages personal development training opportunities through different partners.

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 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.

Purpose of the Role:

To Skipper on both *Challenge Wales* (Challenge 72) and *Adventure Wales* (Ocean 60) although the majority of the role will be based on *Adventure Wales*. 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.



Challenge Wales will be seeking a relief skipper to cover various weeks of the year from September 2022 and could be a mixture of day voyages and/or residential activities. Challenge Wales sailing voyages usually take place between March – November and a proposed new winter programme will see one or both vessels operating year round.

Tasks & Responsibilities

You will be involved with:

- Leading Mate, volunteer crew and voyage crew on each voyage
- Working with young people from diverse backgrounds to achieve RYA qualifications, DofE Gold Residential award, DofE Expedition, John Muir 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 vision 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 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 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
- Food Hygiene Level 2 (not online course and as required by MCA and advised in their Marine Information Note)
- Experience of working with disadvantaged young people
- Be a team player
- Physically fit

Desirable but advantageous

- Skipper experience in another sail training organisation on a modern vessel
- Experience of larger outdoor/adventure organisations
- Experience in a similar role
- 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