

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	Freelance preferred (for July and part of August)
Day Rate:	£95 per day plus food/onboard accommodation while on voyages
How to apply:	Email your CV and covering letter together with two references to: reservations@Challengewales.org
Deadlines:	Applications will be received until a suitable candidate is found. An initial interview will be on zoom. Position to start as soon as possible in July 2023.

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. The Mate will be working alongside volunteer crew.

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. On the job training is provided and support but we are looking for someone who is a self-starter and can understand what needs to be done.

Personal Specification

The successful candidate will:

- Have a valid ENG1 or ML5 seafarer medical fitness certificate
- Have a Yachtmaster Offshore qualification (*this isn't necessary if applying in a volunteer capacity but you will need to be at a Day Skipper standard as a minimum*)
- Have a Commercial Endorsement (*this isn't necessary if applying in a volunteer capacity*)
- 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
- Have experience of sail training
- Have experience of larger boats (e.g. similar to a Challenge 72)
- 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