



Position Description - Crew

Purpose of the role

The purpose of this role is to crew the tall ship the R. Tucker Thompson throughout the year, during our summer sailings and on our 7-day Youth Development Voyages, and be a key member of our maintenance projects each year.

We aim for excellent performance from the crew in delivering the “best day of their holiday” for tourism passengers, and “life changing” experiences for sail trainees on Youth Development voyages. You will be responsible for the safety of yourself and others, through the proper maintenance of the ship’s equipment and proper risk management, while undertaking adventurous activities.

You will work with crew and staff to assist the skipper in the safe sailing and maintenance of the ship. The role is multifaceted: it involves sailing a tall ship, outdoor education, working with youth, delivering a world-class tourism product, and being actively involved in the ship’s maintenance. Throughout the year you will be away on multi-day voyages, crew for day sails, and work on shore during maintenance periods.

Along with the ability to perform deckhand duties, it is important to act as an ambassador for the ship. This involves respectful and professional presentation and interaction with tourism passengers and sail trainees. The position also involves the sharing of work duties through clear communication and teamwork with other staff, and positive promotion of the ship to the public.

The role is physical, all-weather, and requires you to be constantly alert to the safety of the ship, her passengers, trainees, crew and yourself.

Key Results

- Team work: cooperate with our team and uphold our kaupapa.
- Connection: connect with our passengers and trainees in a professional and empathetic manner.
- Professionalism: execute all sailing, outdoor leadership skills, and hospitality requirements safely and to high industry standards

- Sea-faring: undertake all crew duties in sailing the ship, assist in her maintenance and execute emergency procedures proficiently.
- Self-Development: display a keenness to learn, develop skills and continue to progress

Key Duties

- Maintaining a culture of safety for yourself, the other crew and passengers
- Taking pride in the appearance of the ship by keeping it clean and orderly, both above decks and below
- Ensuring cleanliness and hygiene standards are maintained throughout, but especially in the Galley and Head
- When going aloft, checking all rigging for wear and tear
- Reporting any issues and maintenance requirements to the skipper
- Helping to ensure the crews' daily and monthly tasks are completed
- Carrying out repairs and maintenance when required

Tourism-based activities (Summer)

- Performing deckhand duties involved with the sailing of a tall ship during day sails in the Bay of Islands
- Encouraging participation from passengers who wish to be involved with the sailing of the ship
- Preparing morning tea and lunch and monitoring provisions
- Taking pride in the presentation of food in an attractive manner so that it enhances guests' experience of the day
- Maintaining accurate portion control to ensure the ship's budgets are met
- Ensuring the ordering of all goods and products is done in good time in preparation for day sails and special trips

Youth Sail Training responsibilities (Winter)

- Delivery of 7-day sail training voyages in accordance with R. Tucker Thompson's programme, safety procedures and philosophies
- Working with young people to help them realise their potential during their time on board, creating a safe and nurturing environment
- Cooking and catering food for crew and trainees
- Carrying out general cleaning, tidying and maintenance
- Completing any other tasks required to maintain the ship in a safe condition

Maintenance (winter)

- Able to work on maintenance tasks as instructed by the Skipper and Bosun
- Keen to learn and bring practical skills to the team
- A keen interest in traditional tall ship methods

Authority Levels

Budget Nil

Size (excluding capital expenditure) \$0

Equipment

You will be provided with a uniform and use of PPE where required.

Key Relationships

Reports to	Ship's Skipper for on-board tasks CEO and Operations Manager for performance
Internal relationships	Other crew members
	Bosun and Youth Managers
	Trustees
External relationships	Passengers
	Sales office and agency staff
	Trainees and whanau