



Position Description – Deckhand/Crew (2025)

About us

The R. Tucker Thompson is Northland's own tall ship, held in a Charitable Trust and based in Ōpua. During winter, the R. Tucker Thompson is the platform for delivery of a youth development and sail training programme. Our vision is to empower Northland youth to live rewarding lives. In summer months, we deliver a world-class tourism product with our day sails and sundowner cruises.

The Trust's activities are anchored in the traditions of tall ship sailing and the values of whanaungatanga and aroha. Our crew is charged, collectively, with an awesome mission – to give visitors to the Bay of Islands the best day of their holiday and to support our sail trainees to have transformational experiences on our well-established youth voyages, which are known for building confidence, nurturing friendships and supporting rangatahi to develop a range of valuable life skills.

The role

The purpose of this role is to crew on the tall ship the R. Tucker Thompson during our summer sailings, on our 7-day Youth Development Voyages and be a key member of our maintenance projects each year. The role is multifaceted: it involves sailing a tall ship, outdoor education, working with youth and delivering a world-class tourism product. 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 tasks/duties

Tourism-based activities (Summer)

- Contribute to the safe sailing of our ship during day sails and evening sails in the Bay of Islands.
- Maintain a culture of safety for yourself, the other crew and passengers.
- Take pride in the appearance of the ship by ensuring that the crew keep it in a clean and orderly manner, both above decks and below.
- Engage with guests to share the Bay of Islands, its history, the ship's adventures and her role as part of a Trust.

Youth Sail Training responsibilities (Winter)

- Assume a range of crew roles including medical officer, deckhand, galley, youth or First Mate (senior crew only).
- Ensure all youth voyages are delivered according to the R. Tucker Thompson's programme, policies and safety operating procedures, applying positive youth development principles and role modelling the Trust's values.
- Encourage participation by supporting sail trainees to overcome challenges and discover their strengths, tailoring activities to meet the groups' needs and abilities.
- Activity planning and delivery: supervise a range of outdoor activities and lessons including sailing, climbing, tender driving, Bay of Islands history, fishing, navigation, snorkelling, hiking and beach games, facilitating transferable life skills.
- Safety management: ensure physical and psychological safety, assessing, explaining and managing risks and responding to emergencies.

Maintenance (5 to 7 weeks per year)

- Able to work on maintenance tasks
- Keen to learn and bring practical skills to the team
- A keen interest in traditional tall ship method

About you

You don't have to be an experienced tall ship sailor, but you must be confident on the water. You don't need a background in youth development, but you must be inspired to help young people realise their potential through outdoor activity and connection to nature. You will possess a sense of adventure, be physically fit, a strong team player and have an appetite to learn.

Essential skills/experience

- Either experience working with young people (aged 14+) or competence in an outdoor activity, preferably sailing
- Interest in youth development, outdoor education and experiential learning
- A keen interest in sailing and traditional tall ship sailing
- Good track record in safety and safety procedures, plus an understanding of risk
- Proven ability to work well in a team
- Patience and empathy, able to work and communicate with a wide range of people and remain calm under pressure
- A versatile approach to work, ready to adapt to whatever task is required and adjust plans to meet the needs of participants or environmental conditions.

Authority Levels

Budget Nil

Equipment

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

Key Relationships

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| Reports to | Chief Executive Ship’s Master on-board |
| Internal relationships | Crew |
| | Youth Manager and Business/Accounts Manager |
| | Maintenance Manager |
| External relationships | Passengers |
| | Sales office and agency staff |
| | Trainees and whanau |