



Employee Journey Roles / Pay Map



E3 Engineer 3

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$53.57 \$46.43 | \$750 \$650 | \$1088* |

Licenses & Prerequisites:

- DDE 4000
- STCW
- Passport
- AB

Vessel Proficiencies:

- Skilled at a high level in engineering, troubleshooting, and repair of all equipment in the fleet, including tugs, cranes, winches, electrical systems, pumps, auxiliary equipment, gasoline engines, vehicles, etc.
- Heavy repair experience including engine overhauls, power pack replacement, etc.
- Experience in system designing and installations on new and retrofit applications including repowers, engine alignments, hydraulic/managing vendors, regulatory bodies, shipyards, Curtin ShoreSide Team, etc.

Leadership & Management:

- Commissioning new vessels to the fleet, including creating critical spares lists and standard operating procedures.
- "Take a dark dead boat with nothing on it, and get it ready to work!"
- Advanced welding skills
- Well versed in completing external and internal audits, as well as building audit criteria to improve the Curtin Standard
- Proven track record of performance in the VMS, as well as training of others in its use and function
- Experience managing drydockings and repairs
- Ability to act as your own project manager, interacting/managing vendors, regulatory bodies, shipyards, Curtin ShoreSide Team, etc.

E2 Engineer 2

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$46.43 \$39.29 | \$600 \$550 | \$1088* |

Licenses & Prerequisites:

- STCW
- Passport
- AB
- All Engineer 1 items, +...

Vessel Proficiencies:

- Chief engineer on all vessels in the fleet, including ocean tugs.
- "Figuring it out". Engineer 2's should be able to get on any boat, without prior knowledge or instruction and figure out how to engineer it
- Thorough understanding and troubleshooting/repair abilities in all vessel systems

Leadership & Management:

- Critical path and proactive planning to maximize efficiency in operations of the engineering of the vessel including maintaining a constant state of readiness.
- Full utilization and operation of VMS
- Thorough understanding of Sub-M, ABS, and USCG requirements
- Lead by example, don't just say how it should be done. Do it!
- Strong management skills as it relates to fellow crew, vendors, and shipyards
- Maintain a constant training ground on board the vessel for assistant engineers and deckhands
- Provide critical and constructive feedback on other crew, equipment, jobs, etc.

E1 Engineer 1

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$39.29 \$32.14 | \$550 \$450 | \$1088* |

Licenses & Prerequisites:

- Ordinary Seaman
- Passport

Vessel Proficiencies:

- Chief and sole engineer on inland and coastal tugs
- Basic knowledge and troubleshooting abilities on electrical, hydraulic, pneumatic and mechanical systems
- Tow winch operation
- Skilled in all Deckhand 1-3 position duties
- Basic welding skills
- Cleaning and maintaining an engine room to Curtin Standards.

Leadership & Management:

- Take complete ownership of assigned vessels. Maintain inventories, work plans, and be proactive in creating requisitions and leaving the vessel cleaner than you found it
- Manage assistant engineers and deckhands (when applicable) on projects and during downtime, and hold all accountable for completing tasks and projects
- Partner with the Captain to plan work while underway and assist in making sure "everyone always has something to do!"

W3 Welder 3

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$50.00 \$30.00 | \$600 \$360 | \$1088* |

Licenses & Prerequisites:

- Seam Welder
- Mirror Welder
- Pre-Heat / Cool Down temps
- Dye
- Run all machines, all process, all metals.
- Master Welder

Training of Level I / II on procedures

- 6G of 2" and 6" pipe
- Understanding classification standards (ABS Weld Test)
- Maintain a valid MMC
- AWS NDT Certification

W2 Welder 2

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$30.00 \$25.00 | \$360 \$300 | \$1088* |

Licenses & Prerequisites:

- Weld layouts
- Shipyard competent person training (wire/MIG)
- 40-50 inches of welds an hour (stick)
- Deck Plate (no seams)
- Lead Welder, when needed
- Aluminum Welds
- Tig Welding
- Interpret prints

Understand weld schedule

- Shipyard competent person training
- Stainless Steel
- ABS 3G/4G certification
- Obtain USCG Qualified Member of The Engineering Department (QMED) licensure

W1 Welder 1

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$25.00 \$20.00 | \$300 \$240 | \$1088* |

Licenses & Prerequisites:

- Prepping for Welder II / III
- Flat / Deck Plate Welds (60-100)
- Proper Tack Welds / Placement
- Basic Stick Welding
- Basic Welding (Inner shield) (60-100)

Welding Mark Up Tools

- Welding Machines
- Carbon Arc
- Plasma Cut
- 1/1G
- FCAW
- Oxy fuel cutting

L3 Labor 3

| Hourly Pay | Day Rate Pay | Knowledge & Skill: |
|------------|--------------|--------------------|
| \$19.00 | \$266 | See Labor 2 |

L2 Labor 2

| Hourly Pay | Day Rate Pay | Knowledge & Skill: |
|--------------------|----------------|--------------------|
| \$19.00 \$17.00 | \$266 \$238 | See Labor 1 |

Painting / Coating

- Deck Growler
- Mix Paint
- Lead Paint Crew

Forklift/ Rigging:

- Unloading Trucks
- Fueling Equip
- Lift Operation

Assist Welding:

- Advanced Grinding
- Torch Use
- Basic Welding/ Tack

Assist Electrical:

- Trainings
- Pulling Cable (Jr. Engineer)
- Install Panels, Battery, Switches (Jr. Engineer)

Assist Engineer:

- Mount/Install Lighting (Jr. Engineer)
- Assemble Parts
- Journeyman Mechanic
- Basic Crane
- Basic Troubleshooting and System Knowledge

Other:

- Purchase Revisions
- Stocking/ Receiving
- Qualified Rigger
- OSHA 30

L1 Labor 1

| Hourly Pay Band | Day Rate Pay Band | Pre-Recs: | Knowledge/ Skill: | Painting/ Coating: | Forklift/ Rigging: | Assist Welding: | Assist Electrical: | Assist Engineer: | Other: | |
|--------------------|-------------------|--|---|-------------------------|------------------------------|--|---|---|--|---|
| \$17.00 \$15.50 | \$238 \$217 | Physical & Drug Test Respiratory Fitness Test | Housekeeping Basic Safety Knowledge PPE | Cleaning De-Greasing | Basic Operational Rigging | Welding Assistant Learn Machines, Rods & Tools | Use of Power Tools/ Pneumatic and Electric Wire Wheels | Tool Retrieval Disassemble Parts Power Tools/ Equip | Train on Labor 3 Tasks Mix Paint Stand Fire Watch Power Forklift, and Rigging | Train on Labor 2 Tasks Observation PPE Use Sweeping & Cleaning |

The Labor positions are designed to provide a foundation of skills necessary to fill our skilled/licensed jobs. How fast you advance is up to you. The position starts as Labor 1 and moves through Labor III. Following this development period, if all requirements are met, the position opens into an opportunity to train in other positions within the company. Curtin Maritime hires laborers who are looking to quickly advance through hard work, dedication, and a positive mental attitude. This position is ideal for anyone looking to train and advance in tug and barge industry.

C3 Captain 3

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$51.79 \$64.29 | \$900 \$725 | \$1106* |

Licenses & Prerequisites:

- Minimum 500 GRT Master of Towing Vessels upon Oceans
- STCW
- Passport
- GMDSS

Vessel Proficiencies:

- All Captain 1 & 2 items and...
- Pathfinder- Lead crews when starting new jobs. Identify safe routes, SOP's, efficiencies, proper notifications and training of all other crews
- Deadship rigging

Compliance:

- Experience creating SOP's and commissioning new vessels
- Well versed in completing external and internal audits, as well as building audit criteria to improve the Curtin Standard
- Proven track record of performance in the VMS, as well as training of others in its use and function

Leadership & Management:

- Experience managing drydockings and repairs
- Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of downtime to take provisions, fuel, water, spare parts, consumables, etc.)
- Maintain a constant training ground on board the vessel
- Provide critical and constructive feedback on other crew, equipment, jobs, etc.

C2 Captain 2

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$44.64 \$51.79 | \$725 \$625 | \$1106* |

Licenses & Prerequisites:

- Minimum 200 GRT Master of Towing Vessels upon Oceans
- STCW
- Passport
- All Captain 1 items and...

Vessel Proficiencies:

- Skilled operation of all vessels in the fleet
- Ocean towing, tandem towing in various arrangements, bar crossings, etc.

Compliance:

- Attend and lead crews and vessels through audits and inspections
- Impassable and proactively completing corrective actions
- Thorough understanding of Sub-M, ABS, and USCG requirements

Leadership & Management:

- Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.
- Thorough recordkeeping
- Ownership of vessels; assign projects and hold all accountable
- Maintain professionalism with Curtin staff, regulatory bodies, customers, agents, crews, etc.

C1 Captain 1

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|-----------------|-------------------|-----------|
| \$44.64 | \$625 | \$1106* |

Licenses & Prerequisites:

- Minimum 200 GRT Master of Towing Vessels Near Coastal
- STCW

Vessel Proficiencies:

- Inland and Coastwise towing and voyage planning (tow wire, push, hip, working in current)
- Anchor handling
- Proper use of tow pins, surge chain, tow wire etiquette, VHF radio etiquette, various lines/ rigging, etc.

Compliance:

- Proficient in operation of VMS
- Understanding and compliance with Curtin Standard

Leadership & Management:

- Thorough recordkeeping
- Ownership of vessels; assign projects and hold all accountable
- Maintain professionalism with Curtin staff, regulatory bodies, customers, agents, crews, etc.

M3 Mate 3

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$44.64 \$39.29 | \$625 \$550 | \$1088* |

Licenses & Prerequisites:

- All those listed in M2 +
- 200 GRT Master, Oceans
- VSO

Vessel Proficiencies:

- Skilled operation of inland tugs and push boats, coastal tugs, working in current, etc.
- Coastwise single barge towing, hip towing, and push towing
- Voyage/work planning for the above
- Thorough understanding of Curtin vessel operating standards (radio etiquette, lines and rigging and their applications and care, anchoring on tow wire, painting programs, machinery limitations, etc.)

Leadership & Management:

- Take ownership of vessel and crew by assigning projects to crew and holding yourself and crew accountable
- Maintain inventories, complete outstanding tasks and VMS items in a timely manner
- Follow and enforce The Curtin Standard
- Maintain professionalism with Curtin staff, regulatory bodies, customers, agents, crews, etc.
- Advanced crew management skills.
- Ability to assist in large projects and drydocking management

Compliance:

- Master of VMS, proficient in the operation of all modules and the ability to train others
- Diligent and thorough record keeping in the official logbook and other necessary records

M2 Mate 2

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$39.29 \$32.14 | \$550 \$450 | \$1088* |

Licenses & Prerequisites:

- All those listed in M1

Vessel Proficiencies:

- Perform all Deckhand duties, call barges safely on and off dock
- Proficient in operating vessel and basic maneuvering
- Basic engine room knowledge and mechanical repair abilities
- Advanced crew management skills; work plans created with captain/chief and carried out

Compliance:

- Advanced knowledge and proficiency in operation of the vessel management system, able to build templates, forms, and reports in VMS
- Maintain inventories, complete outstanding tasks and VMS items in a timely manner
- Understanding and enforcement of The Curtin Standard
- Advanced knowledge in assisting with internal and external compliance audits

Leadership & Management:

- Proficient in short and long-term voyage planning, including weather observation/predictions

M1 Mate 1

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|-----------------|-------------------|-----------|
| \$32.14 | \$450 | \$1088* |

Licenses & Prerequisites:

- Minimum 200 GRT Mate, Oceans
- GMDSS
- STCW
- Passport

Vessel Proficiencies:

- Perform all Deckhand duties
- General understanding of Curtin vessel operating standards (radio etiquette, lines and rigging and their applications and care, anchoring on tow wire, painting programs, machinery limitations, etc.)

Compliance:

- Basic proficiency in operation of the vessel management system (VMS)
- Understanding of The Curtin Standard
- Introductory knowledge in assisting with internal and external compliance audits

AE Assistant Engineer

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$35.00 \$30.00 | \$490 \$420 | \$1088* |

Licenses & Prerequisites:

- Obtain STCW endorsement on MMC
- Receive approval from Marine Transportation to progress after showing value on deck, make progress on Deckhand Training Manual

Tasks & Duties:

- Engine overhauls
- Electrical system design
- Hydraulic system repairs
- Wire feeder welding, production welder as needed
- Plumbing/pipefitting pumping systems design
- Sail in trainee capacity on coastwise trips as needed
- Assist Port Engineer in capital

Y2 Yard Mechanic 2

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$30.00 \$25.00 | \$420 \$350 | \$1088* |

Licenses & Prerequisites:

- Successful completion of Labor 3 promotion checklist
- Work with Port Engineer and Project Engineer (or designee) and be invited to join Engineering Department
- Obtain Deckhand Training Manual, experience sailing as trainee capacity in both deck and engine
- Maintain a valid MMC

Tasks & Duties:

- Perform fluid changes on diesel and gasoline engines
- Troubleshooting of yard equipment
- Proficient in Stick welding
- Basic plumbing/pipe fitting
- Crane rigging
- 110 and 12 volt electrical

Y1 Yard Mechanic 1

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$25.00 \$20.00 | \$350 \$280 | \$1088* |

Licenses & Prerequisites:

- Successful completion of Labor 3 promotion checklist
- Work with Port Engineer and Project Engineer (or designee) and be invited to join Engineering Department
- Obtain Deckhand Training Manual, experience sailing as trainee capacity in both deck and engine
- Maintain a valid MMC

Tasks & Duties:

- Perform fluid changes on diesel and gasoline engines
- Troubleshooting of yard equipment
- Proficient in Stick welding
- Basic plumbing/pipe fitting
- Crane rigging
- 110 and 12 volt electrical

BM Barge Master

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|-----------------|-------------------|-----------|
| \$45.71+ | \$500+ | \$1106* |

Licenses & Prerequisites:

- Passport
- Vessel Proficiencies
- Inland and Coastwise towing and voyage planning (tow wire, push, hip, working in current)
- Anchor handling
- Proper use of tow pins, surge chain, tow wire etiquette, VHF radio etiquette, various lines/ rigging, etc.

Compliance:

- Proficient in operation of VMS
- Understanding and compliance with Curtin Standard

Leadership & Management:

- Thorough recordkeeping
- Ownership of vessels; assign projects and hold all accountable
- Maintain professionalism with Curtin staff, regulatory bodies, customers, agents, crews, etc.

DC Deck Captain

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$35.71 \$28.57 | \$500 \$400 | \$1106* |

Licenses & Prerequisites:

- Master of Towing Vessels, 200GRT, Oceans

Boat Handling:

- Ability to Serve as Master

Vessel Management System:

- Master of Helm Connect
- Proficient in the Operation of all Modules and the Ability to Train Others

Engineering:

- Junior Engineer Knowledge of Engine Room

Management:

- Advanced Crew Management Skills
- Ability to Assist in Large Project and Dry Docking Management

Navigation:

- Advanced Proficiency in Voyage Planning
- Preferred Local Knowledge of Waters Operating in
- Shipyards Comp Course

DE Deck Engineer (Dredge)

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$28.57 \$25.00 | \$400 \$350 | \$1106* |

Licenses & Prerequisites:

- Master of Towing Vessels, 200GRT, Oceans

Boat Handling:

- Ability to Serve as Master

Vessel Management System:

- Master of Helm Connect
- Proficient in the Operation of all Modules and the Ability to Train Others

Engineering:

- Junior Engineer Knowledge of Engine Room

Management:

- Advanced Crew Management Skills
- Ability to Assist in Large Project and Dry Docking Management

Navigation:

- Advanced Proficiency in Voyage Planning
- Preferred Local Knowledge of Waters Operating in
- Shipyards Comp Course

DE Deck Engineer (Dredge)

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$28.57 \$25.00 | \$400 \$350 | \$1106* |

Licenses & Prerequisites:

- Master of Towing Vessels, 200GRT, Oceans

Boat Handling:

- Ability to Serve as Master

Vessel Management System:

- Master of Helm Connect
- Proficient in the Operation of all Modules and the Ability to Train Others

Engineering:

- Junior Engineer Knowledge of Engine Room

Management:

- Advanced Crew Management Skills
- Ability to Assist in Large Project and Dry Docking Management

Navigation:

- Advanced Proficiency in Voyage Planning
- Preferred Local Knowledge of Waters Operating in
- Shipyards Comp Course

C3 Crane Operator 3

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|-----------------|-------------------|-----------|
| \$46.43+ | \$650 | \$1182* |

Licenses & Prerequisites:

- NCCCO Endorsements Preferred: LBT LBC, TSS, TLL, BTF, STC
- See Crane Operator I Licenses & Pre-Requisites
- Qualified operations of all company owned cranes

Leadership & Management:

- Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.
- Thorough recordkeeping
- Ownership of vessels; assign projects and hold all accountable
- Maintain professionalism with Curtin staff, regulatory bodies, customers, agents, crews, etc.

C2 Crane Operator 2

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$46.43 \$35.71 | \$650 \$500 | \$1182* |

Licenses & Prerequisites:

- See Crane Operator I Licenses & Pre-Requisites
- Must be able to complete monthly crane inspection reports

Leadership & Management:

- Leader and Mentor to all, lead by example and get your hands dirty; the Captain should be capable of performing the basic duties of all other crew onboard.
- Thorough recordkeeping
- Ownership of vessels; assign projects and hold all accountable
- Maintain professionalism with Curtin staff, regulatory bodies, customers, agents, crews, etc.

C1 Crane Operator 1

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$35.71 \$32.14 | \$500 \$450 | \$1182* |

Licenses & Prerequisites:

- NCCCO license with LBC & TLL endorsements
- Physical & drug test
- Qualified rigger certification
- TWIC card
- Perform daily crane inspection prior to crane operations

Experience:

- Conventional Crane Operating Experience

D3 Deckhand 3

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$33.93 \$28.57 | \$475 \$400 | \$1038* |

Licenses & Prerequisites:

- All those listed in DH 1 and DH 2

Responsibilities And Goals:

- Work safely as directed by supervisor

Ability to identify maintenance needs and plan projects and tasks to correct them

- Experienced in use of the vessel management system

Mastery of Deckhand 1, 2, and ability to complete the following:

- Advanced/ long range pre-voyage barge check
- Advanced cargo lashing
- Advanced barge calling/piloting

Engine Room:

- Basic welding

House Duties:

- Ability to lead in planning and stowing for long voyages

D2 Deckhand 2

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|--------------------|-------------------|-----------|
| \$28.57 \$21.43 | \$400 \$300 | \$1038* |

Licenses & Prerequisites:

- All those listed in DH 1
- Able Body Seaman
- Forklift operator certification

Responsibilities And Goals:

- Work safely as directed by supervisor
- Ability to complete the following:

Knowledge And Skill:

- Anchor handling
- Ocean towing
- Handling soft and chain bristles
- Basic barge calling
- Barge tie up/untie
- Basic pre-voyage barge check

Marlinespike:

- Knots (becket bend, sheet bend, double sheet bend, monkey fist and barrel hitch)
- Crane signaling and rigging

Engine Room:

- Perform basic maintenance/ services

House Duties:

- Maintain fresh water

D1 Deckhand 1

| Hourly Pay Band | Day Rate Pay Band | PW Up To: |
|-----------------|-------------------|-----------|
| \$19.00 | \$266 | \$1038* |

Licenses & Prerequisites:

- TWIC Card
- MMC (Ordinary Seaman)
- STCW
- Physical & Drug Test
- CPR / First Aid
- Respiratory Fit Test
- Certified Rigger

Responsibilities And Goals:

- Work safely as directed by supervisor
- Ability to complete the following:

Knowledge And Skill:

- Making up on Hip
- Pushing
- Making down lines on cleats, H-bits and double bits

Marlinespike:

- Splices (3 strand, eye, short, end and quick splices)
- Tending winches

Proper line retrieval, boat hook and messenger line use

- Basic VHF usage
- Basic vessel maintenance

Vocabulary:

- Expert use in all vocabulary listed in deckhand training binder

House Duties:

- Inventory
- Cooking
- Shopping

Engine Room:

- Stand watch
- Reading gauges/ logging
- Clean/inspect equipment

What we do for our employee's

Planning: Where are they going? What are they doing, Who is going with?

Caring: Checking in, Gestures, Connections, Swag, Communication

Career Planning: Reviews, Goals, Next Steps

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