		<b>C</b> aptain 3	Hourly Pay Band \$51.79 \$64.29	Day Rate Pay Band \$900 \$725	PW Up To: \$1106*	Licenses & Prerequisites: • Minimum 500 GRT Master of Towing Vessels upon Oceans • STCW •Passport • GMDSS	<ul> <li>All Captain 1 &amp; 2 items and</li> <li>Vessel Proficiencies</li> <li>"Tow anything, anywhere in the world, on any boat, with any crew"</li> </ul>	<ul> <li>Pathfinder- Lead crews when starting new jobs. Identify safe routes, SOP's, efficiencies, proper notifications and training of all other crews</li> <li>Deadship rigging</li> </ul>	and towing including design of towing package and components • Advanced ocean tandem/triple towing and design of rigging packages	<ul> <li>Compliance</li> <li>Experience creating SOP's and commissioning new vessels</li> <li>Well versed in completing external and internal audits, as well as building</li> </ul>	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	• Proficient in commissionings "Take a dark dead boat with nothing on it, and get it ready to work!"	• Ability to act as your own project manager. Interacting/ managing customers, agents, Curtin Shoreside Team, etc.
<b>Employee Journey</b> Roles / Pay Map		<b>C2</b> Captain 2	Hourly Pay Band \$44.64 \$51.79	Day Rate Pay Band \$725 \$625	PW Up To: \$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.	<ul> <li>Ocean voyage preparation, rigging barges for tow</li> <li>Critical path and proactive planning to maximize efficiency in operations</li> <li>Thorough understanding of rigging and cordage</li> </ul>	<b>Compliance</b> • Full utilization and operation of VMS • Experienced in auditing and proactively completing corrective actions • Thorough understanding of Sub-M, ABS, and USCG requirements	<ul> <li>Attend and lead crews and vessels through audits and inspections</li> <li>Impeccable ng recordkeeping</li> </ul>	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.	• 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.
	Journey Maps Project Curtin Maritime, Corp	<b>C1</b> Captain 1	Hourly Pay Band	Day Rate Pay Band	PW Up To: \$1106*	Licenses & Prerequisites: • Minimum 200 GRT Master of Towing Vessels Near Coastal • STCW	<ul> <li>Passport</li> <li>Vessel</li> <li>Proficiencies</li> <li>Inland and</li> <li>Coastwise towing and voyage</li> </ul>	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.	<b>Compliance</b> <ul> <li>Proficient in</li> <li>operation of VMS</li> <li>Understanding</li> <li>and compliance with</li> <li>Curtin Standard</li> </ul>	Thorough recordkeeping	Leadership & Management • Ownership of vessels; assign projects and	hold all accountable • Maintain professionalism with Curtin staff,	regulatory bodies, customers, agents, crews, etc.
<b>Engineer 3</b> Hourly Pay Band \$53.57 \$46.43	Day Rate Pay Band         PW Up To:           \$750         \$1088*	Mate 3	Hourly Pay Band \$44.64 \$39.29	Day Rate Pay Band \$625 \$550	PW Up To: \$1088*	<b>BM</b> Ba Ma	arge aster	Hourly Pay Band \$45.71+	Day Rate Pay Band	рw up то: <b>\$1106*</b>	C3 Crane Operator 3	Hourly Pay Band	Day Rate Pay Band	РW Up To: <b>\$1182*</b>
Licenses & Prerequisites: • DDE 4000 • STCW • Passport • AB	<ul> <li>Commissioning new vessels to the fleet, including creating critical spares lists and standard operating procedures.</li> <li>"Take a dark dead boat with nothing on it, and get it ready to work!"</li> <li>Advanced welding skills</li> </ul>	Licenses & Prerequisites: • All those listed in M2 + • 200 GRT Master, Oceans • VSO		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		The Barge Master is the overall authority in charge and responsible for but not limited to the following: • Safety of crew, equipment, and		<ul> <li>Create work plans to meet company standards; prioritizing efficiency, innovation, and integrity</li> <li>Advanced knowledge in all aspects of barge operation, including anchor handling, crane work,</li> </ul>		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				
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.	<ul> <li>Compliance</li> <li>Experience creating SOP's and other training content</li> <li>Well versed in completing external and internal audits, as well as building audit criteria to improve the Curtin Standard</li> <li>Proven track record of performance in the VMS, as well as training of others in</li> </ul>	<ul> <li>Vessel Proficience</li> <li>Skilled operation of push boats, coasta current, etc.</li> <li>Coastwise single b towing, and push to</li> <li>Voyage/work plan</li> <li>Thorough underst</li> </ul>	of inland tugs and al tugs, working in barge towing, hip owing uning for the above anding of Curtin	<ul> <li>timely manner</li> <li>Follow and enforce The Curtin Sta</li> <li>Maintain professionalism with Curstaff, regulatory bodies, customers, crews, etc.</li> <li>Advanced crew management skil</li> </ul>		Ensuring all personnel involved in		<ul> <li>training of crew</li> <li>Liaise with client an meet highest level of service</li> <li>Delegate duties to a qualified personnel</li> </ul>	towing, winch s d office to customer • Prove leadersl	spud operation, ystems, company blicies, ect. n management and				
<ul> <li>Heavy repair experience including engine overhauls, power pack replacement, etc.</li> <li>Experience in system designing and installations on new and retrofit applications including repowers, engine alignments, hydraulic and other plumbing systems,</li> </ul>	<ul> <li>its use and function</li> <li>Leadership &amp; Management</li> <li>Experience managing drydockings and repairs</li> <li>Ability to act as your own project manager. Interacting/managing vendors, regulatory bodies, shipyards, Curtin Shoreside Team, etc.</li> </ul>	vessel operating standards (radio etiquette, lines and rigging and thei applications and care, anchoring of wire, painting programs, machiner limitations, etc.)		<ul> <li>Compliance:</li> <li>Master of VMS, proficient in the operation of all modules and the ability to train others</li> <li>Diligent and thorough record keeping in the official logbook and other necessary records</li> </ul>			eck aptain	Hourly Pay Band \$35.71 \$28.57	Day Rate Pay Band \$500 \$400	PW Up To: \$1106*	C2 Crane Operator 2	Hourly Pay Band \$46.43 \$35.71	Day Rate Pay Band \$650 \$500	РW Up To: <b>\$1182*</b>
Engineer 2 Hourly Pay Band \$46.43 \$39.29	Day Rate Pay Band         PW Up To:           \$600         \$1088*	View\$39.29\$55Mate 2\$39.14\$55Licenses & Prerequisites: • All those listed in M1• Profici voyage p		Day Rate Pay Band \$550 \$450	\$550 <b>\$1088</b> *		Licenses & Prerequisites: • Master of Towing Vessels, 200GRT, Oceans Boat Handling: • Able to Serve as Master		owledge of • A Pro in V • P Kno	Proficiency in Voyage Planning • Preferred Local Knowledge of Waters Operating in • Shipyard Comp	Licenses & Prerequisites: • See Crane Operator I Licenses & Pre-Requisites • Must be able to complete monthly crane inspection reports			
Licenses & Prerequisites: • STCW • Passport	• Critical path and proactive planning to maximize efficiency in operations of the engineering of the vessel including maintaining a constant state of readiness.			<ul> <li>Proficient in short and long-term voyage planning, including weather observation/predictions</li> </ul>		<ul> <li>Able to Serve as Master</li> <li>Vessel Management System:</li> <li>Master of Helm Connect</li> <li>Proficient in the Operation</li> </ul>		Management Skills <ul> <li>Able to Assist in La</li> <li>and Dry Docking Mar</li> </ul>	rge Project • S					

