



# 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:**

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

**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

**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)

**Tasks & Duties:**

- 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

**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 \$16.00	\$238 \$224	Physical & Drug Test Respiratory Fitness Test	Housekeeping Basic Safety Knowledge PPE	Cleaning De-Greasing	Basic Operational Rigging	Advanced Grinding Torch Use Basic Welding/Tack	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

**Day Rate Pay Bands**

Hourly Pay Band	Day Rate Pay Band
\$17.00 \$16.00	\$238 \$224

**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, SOPs, efficiencies, proper notifications and training of all other crews
- Deadship rigging

**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.

**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,

**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

**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*

**The Barge Master is the overall authority in charge and responsible for but not limited to the following:**

- Safety of crew, equipment, and environment
- Ensuring all personnel involved in the barge operation receive detailed job briefing prior to commencement of work

**Qualifications:**

- Advanced knowledge in all aspects of barge operation, including anchor handling, crane work, towing, spud operation, winch systems, company SMS policies, ect.
- Proven management and leadership skills

**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

**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

**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

**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:**

- 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
- 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:**

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

**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:**

- Ability to identify maintenance needs and plan projects and tasks to correct them
- Experienced in use of the vessel management system

**Knowledge And Skill:**

- Rigging tandem tows
- 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 work independently on projects and tasks
- Mastery of Deckhand 1 and 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:**

- Trace systems
- 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

**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

**Learn more about our company culture:**

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