Employee Journey Roles / Pay Map		C aptain 3	Hourly Pay Band	Day Rate Pay Band	РW Up To: \$1106*	Licenses & Prerequisites: • Minimum 500 GRT Master of Towing Vessels upon Oceans • STCW •Passport • GMDSS	 All Captain 1 & 2 items and Vessel Proficiencies "Tow anything, anywhere in the world, on any boat, with any crew" 	 Pathfinder- Lead crews when starting new jobs. Identify safe routes, SOP's, efficiencies, proper notifications and training of all other crews Deadship rigging 	and towing including design of towing package and components • Advanced ocean tandem/triple towing and design of rigging packages	 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	• 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.
		C2 Captain 2	Hourly Pay Band \$50.00 \$42.86	Day Rate Pay Band	РW 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.	 Ocean voyage preparation, rigging barges for tow Critical path and proactive planning to maximize efficiency in operations Thorough understanding of rigging and cordage 	Compliance • Full utilization and operation of VMS • Experienced in auditing and proactively completi corrective actions • Thorough understanding of Sub-M, ABS, and USCG requirements	through audits and inspections • Impeccable	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	C1 Captain 1	Hourly Pay Band \$42.86 \$39.29	Day Rate Pay Band \$600 \$550	PW Up To: \$1106*	Licenses & Prerequisites: • Minimum 200 GRT Master of Towing Vessels Near Coastal • STCW	 Passport Vessel Proficiencies Inland and Coastwise towing and voyage 	planning (tow wire, push, hip, working in current)Anchor handlingProper 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	• Thorough recordkeeping	Leadership & Management • Ownership of vessels; assign projects and	hold all accountable • Maintain professionalism with Curtin staff,	regulatory bodies, customers, agents, crews, etc.
Engineer 3 Hourly Pay Band \$50.00+ \$42.86	Day Rate Pay Band PW Up To: \$700+ \$1088*	Mate 3	Hourly Pay Band	Day Rate Pay Band	рw uр то: \$1088*	BM Ba Ma	arge aster	Hourly Pay Band	Day Rate Pay Band	рw up то: \$1106*	C3 Crane Operator 3	Hourly Pay Band	Day Rate Pay Band	рw up то: \$1182*
Licenses & Prerequisites: • DDE 4000 • STCW • Passport • AB	 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 	 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 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 		 Ensuring all personnel involved in 		 Create work plans to meet company standards; prioritizing efficiency, innovation, and integrity Ensure management and training of crew Qualifications: Advanced knowledge in all aspects of barge operation, including anchor handling, crane work, towing, spud operation, 		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. Heavy repair experience including engine experience including 	 Compliance Experience creating SOP's and other training content 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 							 Liaise with client and office to meet highest level of customer service Delegate duties to appropriately qualified personnel Since spece operation, winch systems, company SMS policies, ect. Proven management and leadership skills 						
 engine overhauls, power pack replacement, etc. Experience in system designing and installations on new and retrofit applications including repowers, engine alignments, hydraulic and other plumbing systems, 	 Leadership & Management Experience managing drydockings and repairs Ability to act as your own project manager. Interacting/managing vendors, regulatory bodies, shipyards, Curtin Shoreside Team, etc. 						eck aptain	Hourly Pay Band \$41.66 \$33.33	Day Rate Pay Band \$500 \$400	рw up то: \$1106*	C2 Crane Operator 2	Hourly Pay Band \$46.43 \$35.71	Day Rate Pay Band \$650 \$500	РW Up To: \$1182*
Hourly Pay Band \$42.86 \$39.29	Day Rate Pay Band PW Up To: \$600 \$1088*	Mate 2	\$33.93 \$4		Day Rate Pay Band \$475 PW Up To: \$1088*		g Vessels, 200GRT, Master	 Engineering: Junior Engineer Kn Engine Room Management: Advanced Crew Management Skills 	Knowledge of Pr in • K	Navigation: • Advanced Proficiency in Voyage Planning • Preferred Local Knowledge of Waters Operating in	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. 	Licenses & Prerequisites: • All those listed in M1		 Proficient in short and long-term voyage planning, including weather observation/predictions 		 Able to Serve as Master Vessel Management System: Master of Helm Connect Proficient in the Operation 		Able to Assist in Large Project and Dry Docking Management		Shipyard Comp Jurse				



 (Wire/MilG) 40-50 inches of welds an hour (stick) Deck Plate (no seams) Lead Welder, when needed Aluminum Welds Tig Welding Interpret prints Stainless Steel ABS 3G/4G certification Obtain USCG Qualified Men The Engineering Department licensure 					Hourly Pay Band Day Rate Pay Band PW Up To: \$25.00 \$350 \$1088* \$20.00 \$280 \$1088*		 MMC (Ordinary Seaman) STCW Physical & Drug Test CPR / First Aid Respiratory Fit Test Certified Rigger 		 Knowledge And Skill: On Deck: Making up on Hip Pushing Making down lines on cleats, H-bits and double bits 		 Basic VHF usage Basic vessel maintenance Marlinspike: Splices (3 strand, eye, short, end and quick splices) Tending winches 	binder Engine Room: • Stand watch • Reading gauges/ log • Clean/inspect equip		
Welder 1	0 \$300 \$	promotion ch	es: I completion of Labor 3 hecklist	 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 				≈						
Licenses & Prerequisites: • Prepping for Welder II / III • Flat / Deck Plate Welds (60-100) • Proper Tack Welds / Placement • Basic Stick Welding • Basic Welding (Inner shield) (60-1	 Welding Mark Up Tools Welding Machines Carbon Arc Plasma Cut 1/1G FCAW O0) Oxy fuel cutting 	Engineer (or to join Engine • Obtain Dec	designee) and be invited eering Department ckhand Training Manual, sailing as trainee capacity and engine					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 abou Follow us @curtinn		ulture:	
		The second secon	Hourly Pay \$19.00 \$18.00	Day Rate Pay \$266 \$252	Knowledge & Skill: See Labor 2		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)	• Mount/Install Lighting (Jr. Engineer)	Assist Engineer: • Assemble Parts • Journeyman Mechanic • Grease Crane • Basic Troubleshooting	Other: • Purchase Revisions • Stocking/ Receiving • Qualified Rigger OSHA 30	
\$210 \$266 \$420	3 1 2 5 5 5 5 5 5 5 5 5 5 5 5 5		Hourty Pay \$18.00 \$17.00	Day Rate Pay \$252 \$238	Knowledge & Skill:		See Labor 1 Painting / Coating • Primer (Orange) • Basic Grinder • Needle Gunning	Forklift/ Rigging: • Basic Operational • Rigging	Assist Welding: • Welding Assistant • Learn Machines, • Rods & Tools	Assist Electrical: • Use of Power Tools/ • Pneumatic and Electric	Assist Engineer: • Tool Retrieval • Disassemble Parts • Power Tools/	and System Knowledg Other: • Train on Labor 3 Tasks • Mix Paint • Stand Fire Watch • Basic Forklift	ge	
S Day Ra	te Pay Bands	Labor 2					Surface Prep			Wire Wheels	Equip	and Rigging		
Labor 1	Hourly Pay Band Day Rate \$17.00 \$2 \$15.00 \$2	38 10 skilled/licensed I and moves the are met, the po- company. Curr work, dedication	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 I 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.				Pre-Recs: • Physical & Drug Test • Respiratory Fitness Test	Knowledge/ Skill: • Housekeeping • Basic Safety Knowledge • PPE	Painting/ Coating: • Cleaning • De-Greasing	Forklift/ Rigging: • Vocab • Shadow Skilled Crew	Assist Welding: • Vocab • Clean Up	Assist Electrical: • Safety Knowledge • Observation	Assist Engineer • Observation • PPE Use • Sweeping & Cleaning	Other: • Train on • Labor 2 Tasks
Journey Maps Project Curlin Marthime, Corp Efficiency. Innovation, I		The Prevailing Wage (PW) required. The PW rate's di t to receive when working ed by PW rules.	rate displayed is determ isplayed above are not g on a West Coast PW pro	nined by the cont uaranteed, but ir oject, respective	ract of certain proje nstead, are intendec ly for that position a	ects which Curtin N I to be used as an o and only when the t	Aaritime performs example of the partype of work perfo	where y you can rmed is	Ph: 562.983.7257 info	@curtinmaritime.cor	n curtinmaritime.cor	n 😸 Per	formance Throug	gh Preparation.

Efficiency. Innovation. Integrity.