

Employee Journey

Roles / Pay Map







\$53.58

\$53.58

\$47.15

Hourly Pay Band

\$47.15

\$38.58

STCW Advanced Fire Fighting (preferred) Compliance:

Hourly Pay Band

\$62.15

Hourly Pay Band

Day Rate Pay Band \$870 \$750

Day Rate Pay Band

\$1080

\$870

PW Up To:

\$1,321³

Licenses & **Prerequisites:** All Captain 1 items + STCW Med PIC (preferred)

Licenses &

Prerequisites:

All Captain 1 items +

500 GRT Master,

Oceans w/ Master of

tandem towing in various arrangements, bar crossings, etc. Ocean voyage barges for tow

Vessel

Proficiencies

"Tow anything,

anywhere in the

with any crew"

world, on any boat,

Pathfinder- Lead

new jobs. Identify

Ocean towing.

crews when starting

efficiency in operations Thorough understanding of Anchor Handling

and towing

 Experienced in auditing and corrective actions Thorough understanding of Sub-M, ABS, and

and components

tandem/triple

Advanced ocean

towing and design

of rigging packages

proactively completing

as well as building through audits and inspections

of performance in completing external the VMS, as well as and internal audits, training of others in Impeccable recordkeeping

Standard

audit criteria to

improve the Curtin **Leadership &** Proven track Management Experience drydockings and Proficient in

its use and function

commissionings managing customers, agents Curtin Shoreside boat with nothing Team, etc. on it, and get it ready to work!" Complete Ability to act required performance as your own evaluations. project manager. Interacting/

Day Rate Pay Band PW Up To:

Day Rate Pay Band PW Up To:

• Experience in system installation on

Commissioning new vessels, including

Ability to act as own project manager.

new and retrofit applications.

Responsibilities & Goals:

Same as Engineer 4.

\$875

\$800

\$800

\$750

\$750

\$650

Thourough understanding/

• Full utilization of VMS.

regulatory requirements.

onboard training ground.

troubleshooting/repair of all vessel

Critical path & proactive planning.

Thorough understanding of all

Experience with vessel audits.

• Stong management skills. Maintains

\$1,364*

\$1,364*

Captain 1

Mate 3

VSO

All Mate 2 items +

Licenses & Prerequisites:

STCW OICNW 500 Ton,

Near Coastal (preferred)

Vessel Proficiencies:

Mate 2

• All Mate 1 items +

Vessel Proficiencies:

Licenses & Prerequisites:

Complete DH training manual

STCW Proficiency in Survival Craft

Perform all Deckhand duties, call

Basic engine room knowledge and

barges safely on and off dock

mechanical repair abilities

and carried out

STCW Med Care Provider (preferred)

STCW BRM Training (preferred)

Skilled operation of inland tugs and

push boats, coastal tugs, working in

Captain 3

C2

Captain 2

Vessel **Proficiencies** Skilled operation of all vessels in the

preparation, rigging Critical path and

GT, Near Coastal

(preferred)

rigging and cordage Compliance Full utilization and

safe routes, SOP's,

efficiencies, proper

notifications and

Deadship rigging

of towing package

including design

USCG requirements

Compliance

creating SOP's and

commissioning new

Leadership & Management Leader and Mentor to all, lead by example and

get your hands

dirty; the Captain

should be capable

of performing the other crew onboard. Strategic planning and consideration (maintaining STCW rest requirements by dogging of watches, taking advantage of

downtime to take

Management

Hourly Pay Band

\$57.15

\$50.00

See Crane Operator I Licenses & Pre-Requisites

Qualified operations of all company owned cranes

Hourly Pay Band

\$50.00

\$42.86

• Must be able to complete monthly crane inspection reports

See Crane Operator I Licenses & Pre-Requisites

Conventional Crane Operating Experience

NCCCO Endorsements Preferred: LBT LBC, TSS, TLL, BTF, STC

C3

Crane

Operator 3

Prerequisites:

C2

Crane

Operator 2

Prerequisites:

C₁

Licenses &

Licenses &

other crew water, spare parts, equipment, consumables, etc.) jobs, etc. Complete Maintain a required training ground on performance board the vessel Provide critical and constructive feedback on

\$750

Day Rate Pay Band

towing, and push towing

Coastwise single barge towing, hip

Voyage/work planning for the above

Thorough understanding of Curtin

etiquette, lines and rigging and their

wire, painting programs, machinery

Proficient in short and long-term

voyage planning, including weather

Advanced knowledge and proficiency

in operation of the vessel management

system, able to build templates, forms,

Understanding and enforcement of

Advanced knowledge in assisting

with internal and external compliance

Maintain inventories, complete

observation/predictions

and reports in VMS

The Curtin Standard

timely manner

• Proficient in operating vessel and basic outstanding tasks and VMS items in a

applications and care, anchoring on tow

vessel operating standards (radio

\$750

\$660

limitations, etc.)

Day Rate Pay Band

\$660

\$540

Licenses & **Prerequisites:** All Mate 3 items +

200 GRT Master,

Master of Towing or

Near Coastal w/

operation of VMS 500 GRT Master Near Coastal w/ TOAR

Vessel **Proficiencies** Inland and STCW Master 500 Coastwise towing

and voyage

 Attend and lead crews and vessels push, hip, working in current)

pins, surge chain,

tow wire etiquette

VHF radio etiquette

various lines/ rigging, etc. Proper use of tow

Compliance Proficient in operation of VMS Understanding and compliance

with Curtin

Standard Ownership of Thorough vessels; assign recordkeeping projects and hold all Leadership & accountable

Maintain

professionalism with Curtin staff, regulatory bodies, customers, agents, crews, etc.

\$1,400*

\$800+

Day Rate Pay Band

Day Rate Pay Band

\$600

\$450

\$600

\$700

\$62.50 \$57.15 **Licenses & Prerequisites:**

• All Engineer 4 items + • DDE Any HP - 500 Ton STCW OICEW (preferred)

\$57.15 \$53.58

Licenses & Prerequisites: All Engineer 3 items + • DDE 4000 or 3AE Unlimited or AE Limited Oceans

Responsibilities & Goals: Skilled at high level in engineering/ troubleshooting/repair of all vessel Heavy repair experience including

creating critical spares lists and SOPs. "Take a dark dead boat and get it ready to work". Well versed in vessel audits. Expert utilization of VMS. Experience managing dry docks.

\$53.58

Engineer 3 Licenses &

Prerequisites: • All Engineer 2 items + • DDE 1000 • STCW-RFPEW (preferred)

Responsibilities & Goals: • Engineer on all vessels, including ocean tugs Ability to figure out basic engineering systems on board a new boat.

\$46.43 \$39.29 **Prerequisites:**

All Engineer 1 items +

• STCW Basic Training MMC-QMED/Oiler **Responsibilities & Goals:**

Skilled in Deckhnad 1-3 duties

\$650

vessels in fleet • With some guidance, figure out basic engineering systems on board a new

hydraulic, pnematic, mechanical

Clean/maintain engine room

Basic proficiency in Vessel

Management System (VMS)

Take ownership of assigned vessels

Partner with captain to plan work while

Manage Deckhands on projects

Tow winch operation

systems

underway

\$30.36

\$21.43

 Proficient use of VMS Manage teams on vessel projects. Lead

"Signed off" engineer on multiple

Vessel Proficiencies: Perform all Deckhand duties General understanding of Curtin vessel

_ead Welder/Fitter

Licenses &

Prerequisites:

Seam Welder

Mirror Welder

Master Welder

Pre-Heat / Cool Down temps

• Run all machines, all process, all metals

 Advanced crew management skills; work plans created with captain/chief

\$38.58 Mate 1 **Licenses & Prerequisites:**

Hourly Pay Band

\$50.00

Hourly Pay Band

\$30.00

\$25.00

 Passport • 200 GRT Mate, Near Coastal w/ Mate of Towing or 500 GRT Mate, Near Coastal w/ TOAR • MROP FCC License

 Radar Unlimited STCW Basic Training CG Medical Cert

\$540 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

Training of Level I / II on procedures

Understanding classification standards

• 6G of 2" and 6" pipe

Maintain a valid MMC

AWS NDT Certification

(ABS Weld Test)

PW Up To: \$1,321*

Leadership & Management: Take ownership of vessel and crew by assigning projects to crew and holding yourself and crew accountable Maintain inventories, complete

timely manner Follow and enforce The Curtin Standard Maintain professionalism with Curtin staff, regulatory bodies, customers, agents, crews, etc.

outstanding tasks and VMS items in a

 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

Day Rate Pay Band

\$1,200

\$1,000

\$800

Hourly Pay Band

\$85.72

\$71.43

\$78.58

\$57.15

Engineering:

Engine Room

Management:

Advanced Crew

Management Skills

Deckhand 3

Licenses & Prerequisites:

• STCW RFPNW (preferred)

STCW Proficiency Survival

Qualified Rigger (Dredge only)

OSHA 30 (Dredge only)

• All DH 2 items

AB Special (MT only)

DH training manual

Craft (lifeboat)

Ability to Train Others

• Junior Engineer Knowledge of

Able to Assist in Large Project

and Dry Docking Management

Barge Master

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

Dredge

• Master of Towing Vessels, 200GRT,

Licenses &

Prerequisites:

Boat Handling:

• Able to Serve as Master

Master of Helm Connect

• of all Modules and the

Proficient in the Operation

Vessel Management System:

Captain

 Create work plans to meet **Qualifications:** Advanced knowledge in standards; prioritizing efficiency, innovation, and integrity Ensure management and training of crew

 Liaise with client and office to meet highest level of customer service Delegate duties to appropriately qualified personnel

including anchor handling, work, towing, spud operation, winch systems, company

\$1,364*

SMS policies, ect. Proven management and leadership skills **Day Rate Pay Band** PW Up To:

Course

\$1,364*

\$1,100 **Navigation:** Advanced Proficiency in Voyage Planning

Crane **Operator 1** Licenses & **Prerequisites:** Preferred Local • NCCCO license with LBC & TLL endorsements Physical & drug test Knowledge of Waters Operating in • Qualified rigger certification Shipyard Comp

Knowledge & Skill:

Anchor handling

Rigging tandem tows

Preparing & rigging barges

Advanced barge calling/ piloting

Making off lines on cleats & bitts;

• Knots (bowline, clove hitch, round turn

Advanced cargo lashing

On Deck:

for tow

• TWIC card Perform daily crane inspection prior to crane operations Experience:

\$475 \$400

Engine Room:

Basic electrical,

House Duties:

long voyages.

Day Rate Pay Band

\$400

\$300

plumbing, carpentry, and

lead deck crew in & stowing for

mechanical knowledge

\$1,305*

\$32.15

Engineer 1 Licenses & **Prerequisites:** • All AE 2 items Passport

 QMED/Oiler (preferred) • STCW Basic Training (preferred) **Responsibilities & Goals:** Assistant or sole engineer on tugs

Basic knowledge on electrical,

Assistant Engineer 2 Licenses & Prerequisites:

• MMC - OS/Wiper

All Labor 3 items

Responsibilities & Goals:

Perform fluid changes on diesel and

 CG Med Cert All AE I AWS weld qualification (preferred) **Responsibilities & Goals:**

 Troubleshoot and repair diesel engines and propulsion systems AC/DC Electrical troubleshooting and

 Hydraulic system troubleshooting and Wire feeder welding Plumbing/HVAC/Pneumatic system

troubleshooting and repair Sail in trainee capacity on vessels Assist Port Engineer in capital projects/

repowers/overhauls Ability to use a computer-based maintenance system

Day Rate Pay Band Hourly Pay Band \$19.00 \$266

• Troubleshooting of yard equipment Basic Welding/Plumbing/Pipe fitting Crane rigging • 110 and 12 volt electrical work

Welder 2

Licenses &

Prerequisites: • 80-120 inches of welds an hour (wire/MIG) • 40-50 inches of welds an hour (stick)

• Deck Plate (no seams) • Lead Welder, when needed Aluminum Welds Tig Welding Interpret prints

licensure

Understand weld schedule

Weld layouts

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

Licenses & Prerequisites: • All DH 1 items

Deckhand 2

• MMC - Oridnary Seaman CG Medical Cert Passport STCW Basic Training

Responsibilities & Goals: • Ability to work independently on projects and tasks

Responsibilities & Goals:

• Complete Curtin DH training manual

• Identify maintenance needs & plan

Ability to run deck and lead the deck

Work safely as directed by supervisor

Mastery of DH 1 & 2

projects to address them

management system

Experienced in use of vessel

Knowledge & Skill: On Deck: Making & breaking tow, various configurations

throwing lines Basic VHF usage Basic vessel maintenance

 Barge calling & barge tie up Crane signalling & rigging Marlinespike: Splices (3, 8, 12 strand; molly hogan wire) & 2 half hitches, timber hitch)

Inventory/cooking/cleaning

Day Rate Pay Band

\$266

Learn more about our company culture:

Other:

Purchase Revisions

Stocking/ Receiving

Engine Room: Reading gauges/logging Clean/inspect equipment

 Trace systems House duties: maintain fresh water levels Shopping/provisioning

Assistant

Engineer 1 Licenses & Prerequisites: Application submitted for MMC (Wiper) • CG Physical & drug test • TWIC

Assist Port Engineer in capital

projects/repowers/overhauls

\$25.00 \$19.00

• Prepping for Welder II / III

 Welding Mark Up Tools Welding Machines Carbon Arc Plasma Cut • 1/1G FCAW Oxy fuel cutting

Deckhand 1

Licenses & Prerequisites: All Labor 3 items • TWIC Card Application submitted for MMC (Ordinary Seaman) CG Physical & drug test

Responsibilities & Goals: Work safely as directed by supervisor Proactively learn and become proficient with the various vessels in our fleet

Caring:

Checking in,

Connections, Swag,

Communication

Gestures,

Assist

Electrical:

Trainings

Engineer)

• Pulling Cable (Jr.

Install Panels,

(Jr. Engineer)

Battery, Switches

E

Planning:

Where are they

going? What are

they doing, Who

is going with?

Knowledge & Skill: Complete Labor Training Program binder

 Understanding of Curtin Standard and safety procedures Basic knowledge to assist as needed with painting, forklift operations, rigging, welding, electrical, and engineering work

\$19.00

What we do for our employee's

Career **Planning:**

Next Steps

Reviews, Goals,

Mount/Install

Lighting (Jr.

Engineer)

\$475 \$228 \$650 (\$) **Day Rate Pay Bands**

\$266

Labor 2

L3

Labor 3

Hourly Pay \$17.00

Hourly Pay

\$19.00

Knowledge &

See Labor 1 **Painting / Coating** Primer (Orange)

Surface Prep

Pre-Recs:

Respiratory

Fitness

Test

Physical & Drug

Painting / Coating

Deck Growler

Mix Paint

Forklift/ **Rigging:** Basic Operational Rigging

Knowledge/

Housekeeping

Basic Safety

Knowledge

Skill:

PPE

Forklift/

Trucks

Rigging:

Unloading

Fueling Equip

Lift Operation

Assist Welding:

Assist

Welding:

Grinding

Tack

Advanced

Torch Use

Basic Welding/

 Welding Assistant Learn Machines, Rods & Tools

Wire Wheels

Assist Electrical: Use of Power Tools/ Pneumatic and Electric

Assist Engineer:

Tool Retrieval

Disassemble

Power Tools/

Parts

Equip

Assist

Welding:

 Qualified Rigger Journeyman Mechanic OSHA 30 Grease Crane Basic Troubleshooting and System Knowledge

Assist

Engineer:

Assemble Parts

Follow us @curtinmaritime

Other: Train on

Labor 3 Tasks Mix Paint Stand Fire Watch Basic Forklift and Rigging

Assist

Other: **Engineer** Train on • Labor 2 Tasks Observation PPE Use Sweeping &

Labor 1

\$192

\$16.00

\$450

Hourly Pay Band

\$625

\$1080

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.

Average time spent in Labor 1 position is 2 weeks. Note: The Prevailing Wage (PW) rate displayed is determined by the contract of certain projects which Curtin Maritime performs where

Ph: 562.983.7257 info@curtinmaritime.com curtinmaritime.com

Performance Through Preparation.

Journey Maps Project Curtin Maritime, Corp Efficiency. Innovation. Integrity.

\$425 \$300

Welder 1 Licenses & **Prerequisites:**

> • Flat / Deck Plate Welds (60-100) Proper Tack Welds / Placement Basic Stick Welding Basic Welding (Inner shield) (60-100)

Knowledge &

See Labor 2

Lead Paint Crew

 Basic Grinder Needle Gunning

Painting/ Coating: Cleaning

De-Greasing

Rigging: Vocab Shadow Skilled Crew

Forklift/

Vocab Clean Up Safety Knowledge Observation

Assist

Electrical:

Cleaning