

## Person Specification: Seasonal Second Mate

Attributes	Essential	Desirable	Assessment Method
Experience	<ul style="list-style-type: none"> <li>Experience in positions of responsibility aboard Sail Training vessels over 20meters LOA</li> </ul>	<ul style="list-style-type: none"> <li>Powerboat driving</li> <li>Maintenance and Refit experience</li> <li>Knowledge of Safety management Systems</li> </ul>	Interview & Probationary period on board.
Qualifications	<ul style="list-style-type: none"> <li>RYA Day Skipper/Watch Leader (practical) certificate or above</li> <li>First Aid Certificate</li> <li>MCA ENG1 Certificate of medical fitness</li> </ul>	<ul style="list-style-type: none"> <li>Commercial Endorsement</li> <li>RYA Powerboat level 2</li> <li>RYA Diesel Engine Course</li> <li>Firefighting course</li> <li>Food Hygiene course</li> </ul>	Certificates to be shown at interview
Skills/abilities (general)	<ul style="list-style-type: none"> <li>Ability to work effectively as part of a small professional team</li> <li>Good organisational and communication skills, particularly when working under pressure</li> <li>Is able to maintain a good situational awareness with regard to the safety of others</li> <li>Is able to work constructively with young people in challenging situations</li> <li>Is enthusiastic about passing on their interests and passions for sailing and the maritime environment</li> </ul>	<ul style="list-style-type: none"> <li>Have an understanding of, and commitment to, the general values and ethos of the school</li> <li>A commitment to doing the best for students from diverse cultural backgrounds.</li> </ul>	Interview & Probationary period on board.
Skills/abilities specific to the post	<ul style="list-style-type: none"> <li>Ability to lead a watch of 5 or 6 Trainees in all aspects of the voyage including domestic tasks.</li> <li>Ability to keep a watch at sea with support from senior staff</li> <li>Ability to safely lead all deck-work tasks including setting, reefing and lowering sails.</li> <li>Can sail to a standard that allows them to trim and adjust sails without support from senior staff</li> <li>Can follow procedures for carrying out emergency drills.</li> </ul>	<ul style="list-style-type: none"> <li>Familiar with vessel maintenance and recording systems</li> <li>Able to assist with basic repair tasks and equipment checks</li> <li>If suitably qualified, can run RIB and Launch transfers to/from the vessel and the shore</li> <li>Is able to contribute to the debriefing and appraisal of Trainees</li> </ul>	Interview & Probationary period on board.

Interpersonal skills & social skills	<ul style="list-style-type: none"> <li>• Fit and in good health</li> <li>• Happy to spend extended periods living and working on board a sail training vessel in shared accommodation</li> <li>• Is able to interact socially with young people in a positive and appropriate way</li> </ul>	<ul style="list-style-type: none"> <li>• Has experience in conflict management</li> </ul>	<p>ENG1 Medical Fitness Certificate</p> <p>Interview</p> <p>Interview &amp; Probationary Period on board</p>
Safeguarding	<ul style="list-style-type: none"> <li>• Suitable to work with children</li> <li>• A full PVG check will be completed on the successful candidate</li> </ul>		PVG Check process