



Job Title: Dredge Captain - Hydraulic Dredge

Work Schedule: 21 Days on / 21 Days off

Summary: Directs all activities of the vessel and is responsible for overall operation, maintenance, safety, manning and production. Allocates resources in order to accomplish these goals.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

- Sets operational, safety, and environmental goals for the vessel.
- Supervises deck and engine departments and coordinates daily operations
- Maintains appropriate levels of crew and supporting equipment
- Provides daily production reports to Division management
- Enforces safety rules and regulations
- Enforces U.S.C.G. rules and regulations
- Reviews performance
- Responsible for the training and development of all crew members
- Initiates corrective and preventive actions to ensure goals are met

Supervisory Responsibilities - Responsible for the safety and activities of all employees, customers, contractors, and visitors aboard the vessel. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include training and development of employees, planning, assigning, and directing work.

Competencies:

To perform the job successfully, an individual should demonstrate the following competencies:

Technical Skills - Assesses own strengths and weaknesses, pursues training and development opportunities, strives to continuously build knowledge and skills, shares expertise with others.

Interpersonal Skills - Focuses on solving conflict, not blaming; Listens to others without interrupting, keeps emotions under control, remains open to others' ideas and tries new things.

Oral Communication - Able to speak and understand English language, listens and gets clarification, responds well to questions.

Written Communication - Able to read and interpret written information in English. Must be able to understand and follow safety signs and instructions.

Teamwork - Balances team and individual responsibilities, exhibits objectivity and openness to others' views, gives and welcomes feedback, contributes to building a positive team spirit, puts success of team above own interests, able to build morale and group commitments to goals and objectives, supports everyone's efforts to succeed.

Delegation - Delegates work assignments as appropriate.

Leadership - Exhibits confidence in self and others, inspires and motivates others to perform well, effectively influences actions and opinions of others, accepts feedback from others, gives appropriate recognition to others.

Managing People - Takes responsibility for subordinates' activities, provides regular performance feedback, develops subordinates' skills and encourages growth, continually works to improve supervisory skills.

Diversity - Demonstrates knowledge of EEO policy, shows respect and sensitivity for cultural differences, promotes a harassment-free environment. Treats everyone with respect and dignity regardless of race, gender, nationality, or creed.

Ethics - Keeps commitments, inspires the trust of others, works ethically and with integrity, upholds organizational values.

Organizational Support - Follows and enforces policies and procedures, supports organization's goals and values.

Judgement - Displays willingness to make decisions, exhibits sound and accurate judgment, supports and explains reasoning for decisions, includes appropriate people in decision-making process, makes timely decisions.

Planning/Organizing - Prioritizes and plans work activities, uses time efficiently, organizes or schedules other people and their tasks.

Professionalism - Approaches others in a tactful manner, reacts well under pressure, treats others with respect and consideration regardless of their status or position, accepts responsibility for own actions, follows through on commitments.

Safety and Security - Observes safety and security procedures, determines appropriate action beyond guidelines, reports potentially unsafe conditions, uses equipment and materials properly. Must attend and receive certification in Weeks Marine's DSMP training.

Adaptability - Adapts to changes in the work environment, manages competing demands, changes approach or method to best fit the situation, able to deal with frequent change, delays, or unexpected events.

Attendance/Punctuality - Is consistently at work and on time.

Dependability - Follows instructions, responds to management direction, takes responsibility for own actions, keeps commitments, commits to long hours of work when necessary to reach goals..

Initiative - Volunteers readily, undertakes self-development activities asks for and offers help when needed.

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience - 5 or more years experience aboard a marine vessel, of which 2 or more must be in a supervisory capacity. B.S. Degree or equivalent preferred but not required.

Language Skills - Ability to read and interpret English language documents such as safety rules, operating and maintenance instructions, and procedure manuals written in English. Ability to write routine reports and correspondence. Ability to speak effectively before small groups of supervisors or other employees of organization.

Reasoning Ability - Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

Certificates, Licenses, Registrations - Master of Motor Vessels or Master of Towing Vessels and STCW 95 Certification preferred.

Other Qualifications - Must be able to work a 12 hour rotating shift schedule as identified by project needs. Must be able to reliably travel to and temporarily locate to jobsites in other states for duration of work schedule requirements. Company to provide / reimburse travel to and from vessel / job assignments.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to stand; walk; use hands to finger, handle, or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl and talk or hear. The employee must regularly lift and /or move up to 10 pounds, frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

Work Environment - The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently exposed to wet and/or humid conditions, a heaving or pitching deck, moving mechanical parts, precarious places, fumes or airborne particles, and vibration. The employee is occasionally exposed to outside weather conditions, toxic or caustic chemicals; extreme cold; extreme heat and risk of electrical shock. The noise level in the work environment is usually loud.