



# OFFSHORE FISHING JOB PROFILES

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# INTRODUCTION:

## ***Industry Overview:***

The offshore fishing industry is a diverse and evolving sector, with a broad array of companies operating across midshore and offshore fleets. These companies are committed to sustainable fishing practices to ensure the long-term health of marine resources. Key species harvested include groundfish, lobster, scallops, shrimp, and other commercially valuable species, utilizing both traditional and modern fishing techniques to meet domestic and international market needs.

The industry is an integral part of the local economy and contributes significantly to the global seafood market. It offers numerous career opportunities, many of which require specialized skills, certifications, and a strong commitment to safety and sustainability. While the sector is impacted by seasonal fluctuations, with peak periods often tied to specific fishing cycles, it provides stable, year-round employment with opportunities for career growth through experience and additional qualifications.

## ***Position Profile Summaries***

The following position profiles provide an overview of roles aboard offshore fishing vessels, reflecting the diverse scale, crew capacities, and operations within the fishing sector. These profiles were developed using interviews, previous reports, and industry data, offering a broad perspective on responsibilities, required certifications, and earning potential for each role.

While we aim to provide a clear industry-wide view, the findings have limitations. Specific vessel details were intentionally excluded to maintain confidentiality and ensure a generalized approach. Earnings and role expectations may vary depending on vessel operations, fishing methods, and employer structures. As such, these profiles should be seen as representative overviews rather than definitive descriptions of individual vessel operations.

## ***As readers review the position summaries, consider the following factors:***

- **Earnings Variability:** Compensation varies based on vessel type, season, and market demand. Income may fluctuate throughout the year depending on these factors.
- **Career Progression:** Entry-level positions may start at the lower end of the salary range, but clear paths for career advancement exist. As workers gain experience, earn additional certifications, and take on more responsibilities, their earning potential and job responsibilities increase, offering long-term career growth in the industry.
- **Required Certifications:** Many roles in the offshore fishing industry require specific certifications, including a valid passport, Marine Safety Course, Transport Canada Marine Medical, and Marine Emergency Duties (MED). Additional certifications such as Basic Safety Training (BST) can be advantageous and may open up further opportunities for career growth.
- **Physical and Mental Demands:** Offshore work is physically demanding, requiring stamina, adaptability, and a strong commitment to safety, supported by training and crew camaraderie.
- **Year-Round Opportunities:** Many roles provide stable, year-round employment with growth potential, fostering a sustainable workforce and career development.

# Deck Crew

## Career Opportunities

A viable entry-point position to the offshore fishing industry, the Deck Crew role serves as a strong foundation for a rewarding career. The experience and skills gained in fishing operations, equipment maintenance, and teamwork make it a crucial position that underpins the success of the vessel's operations. Many current vessel captains, engineers, and factory managers began their careers in these roles. Companies often invest in employee development through cost-sharing for education, training, and certifications.

## Scope of Work

Deck Crew support various aspects of fishing operations, enhancing their technical skills in handling fishing gear and deck maintenance. With experience, they become skilled in essential tasks such as repairing nets and splicing ropes, developing expertise in maintaining the quality and functionality of fishing equipment. Their role is critical in keeping operations safe, efficient, and prepared for daily fishing demands, and they are often cross-trained to contribute to factory operations onboard, allowing for a flexible and resilient crew structure.

## Key Responsibilities

- Assist in setting/hauling nets or traps
- Conduct routine inspections and equipment maintenance
- Ensure vessel and crew safety
- Load/unload catch and supplies
- Manage fishing gear, lines, and deck cleanliness/safety
- Repair nets, splice ropes, maintain deck equipment

## Position Profile Highlights

### COMPENSATION\*

\$75,000 - \$150,000 (2024)

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, Marine Emergency Duties (MED) min. level A1 or DSC, Valid Marine First Aid, WHMIS training

**Preferred:** STCW Basic Safety MED training, Other certifications as required

### WORK ENVIRONMENT

Exposure to weather, physical work; requires teamwork and diligent safety compliance.

### SKILLS & QUALITIES

A successful Deck Crew member is adaptable, resilient, and a strong team player. Key qualities include a commitment to safety, a solid work ethic, eagerness to learn, calmness under pressure, appreciation for the offshore industry, and dedication to crew and vessel safety.

### CAREER PATHWAY

**Growth:** Foundation for advancement and cross-training (e.g., Deck Manager, Factory Crew).

**Path:** Gain experience, build skills, pursue safety certifications.

**Support:** Cost-sharing for training, and education for career growth.

*Compensation Potential\**

*Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.*

# Deck Manager

## Career Opportunities

Progressing in your career as a Deck Manager is immensely beneficial, equipping you with both leadership and practical skills that are essential for success in the offshore industry. This position not only establishes you as a vital team leader but also enhances your knowledge in vessel operations, safety protocols, and crew management. With time at sea and experience earned as a Deck Manager, you open the door to even broader opportunities, including the potential to pursue specialized certifications in areas like navigation, engineering, or vessel operations management, allowing you to expand your offshore career horizons and expertise.

## Scope of Work

The Deck Manager is a vital leader on board, responsible for guiding the deck crew and ensuring safe operations during trips. This role involves coordinating deck activities, from fishing to equipment maintenance, while promoting a motivated team environment. It combines leadership with hands-on experience to enhance trip success and vessel efficiency.

## Key Responsibilities

- Coordinate deck operations, ensure safety protocols are understood and procedures are followed
- Supervise deck crew, delegate tasks effectively
- Maintain equipment logs

## Position Profile Highlights

### COMPENSATION\*

\$85,000 – \$150,000 (2024)

### WORK ENVIRONMENT

Primarily outdoors, team-oriented; collaborates closely with other departments.

### CAREER PATHWAY

**Experience:** Begin as deck crew; progress by managing deck operations

**Skills Development:** Build leadership, communication, and logistical skills

**Certifications:** Advance with additional marine emergency and navigation training

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, Marine Emergency Duties (MED) min. level A1 or DSC, Valid Marine First Aid, WHMIS training

**Preferred:** STCW Basic Safety MED training, Experience as a deckhand or in a supervisory role, and knowledge of relevant practices and regulations

### SKILLS & QUALITIES

Strong managerial skills are crucial for safety, crew well-being, and regulatory compliance. Deck Managers enhance team morale, foster motivation, and ensure clear communication, timely feedback, and prompt concern resolution.

*Compensation Potential\**

*Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.*

# Deck Manager

## Career Opportunities

Pursuing a career as a Deck Manager is highly valuable for those looking to deepen their leadership in the offshore industry. This role offers hands-on supervisory experience, enhancing skills in team management, safety, and operational oversight. Additionally, the role provides an excellent opportunity to expand your career through specialized certifications, making it a rewarding path for long-term growth and impact on deck operations and beyond.

## Scope of Work

The Deck Manager leads by example, conducting inspections, overseeing catch handling, and directly supporting the crew in high-demand tasks, ensuring efficient and productive deck operations. They manage the setup and handling of fishing gear, coordinate with the Deck Manager and other senior crew to optimize workflow, and ensure that all equipment is maintained and ready for use.

## Key Responsibilities

- Supervise daily deck crew activities, providing training and direction
- Monitor equipment and materials, ensuring optimal use during fishing operations
- Enforce safety protocols and standards
- Report crew performance and equipment needs

## Position Profile Highlights

### COMPENSATION\*

\$90,000 – \$150,000+ (2024)

### WORK ENVIRONMENT

Primarily outdoors; involves close collaboration with crew in a hands-on setting

### CAREER PATHWAY

**Experience:** Progression from Deck Manager, gaining leadership skills

**Skills Development:** Advance in problem-solving and team management

**Certifications:** For 2<sup>nd</sup> mate or further MED training may be beneficial

**Next Roles:** Factory Manager or higher management roles

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, Marine Emergency Duties (MED) min. level A1 or DSC, Valid Marine First Aid, WHMIS training

**Preferred:** STCW Basic Safety MED training, Prior experience as a deckhand or in a leadership role, and knowledge of relevant practices and regulations

### SKILLS & QUALITIES

Essential qualities include organizational abilities, resilience, and a strong dedication to safety along with proactive problem-solving. They utilize effective communication and encourage collaboration within the team.

*Compensation Potential\**

*Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.*



# Factory Crew

## Career Opportunities

Pursuing a career as a Factory Crew member onboard a vessel is an excellent entry point for individuals looking to build a rewarding career in the offshore fishing industry. This role is essential for the efficient processing of seafood, providing hands-on experience in key operations. As the industry continues to innovate and evolve technologically, the roles within the factory crew will be critical to ensuring high-quality production standards and operational efficiency. This position allows you to develop practical skills and remain at the forefront of industry advancements, paving the way for specialized roles such as Factory Manager or Factory Mechanic. With opportunities for training and professional development, a career in the factory crew sets the stage for long-term growth in the sector.

## Scope of Work

The Factory Crew plays a vital role as part of the onboard processing of seafood aboard an offshore fishing trawler. Working within a team-oriented environment, this position involves sorting, cleaning, freezing, and packaging the catch to meet high-quality standards. Responsibilities include operating and maintaining processing machinery, monitoring product quality, and accurately recording production data to ensure safe and efficient seafood preparation.

## Key Responsibilities

- Process seafood according to quality control standards.
- Operate machinery used in processing and packaging.
- Maintain cleanliness and hygiene in the processing area.
- Follow safety protocols and food safety regulations.
- Record production information such as quantity and type of products packaged.

## Position Profile Highlights

### COMPENSATION\*

\$75,000 – \$150,000 (2024)

### WORK ENVIRONMENT

Primarily indoors in cooler environments; adherence to health and safety standards required.

### CAREER PATHWAY

**Experience:** Start in the factory, mastering processing and packaging

**Skills Development:** Learn machinery operations and food production techniques

**Next Roles:** Opportunity to advance to Factory Manager or pursue specialized roles like Factory Mechanic

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, Marine Emergency Duties (MED) min. level A1 or DSC, Valid Marine First Aid, WHMIS training

**Preferred:** STCW Basic Safety MED training, food safety training

### SKILLS & QUALITIES

Factory Crew possess a strong attention to detail for quality inspection and data accuracy. Team collaboration in a physically demanding, fast-paced environment.

*Compensation Potential\**

*Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.*

# Factory Manager

## Career Opportunities

Pursuing a career as a Factory Manager onboard a vessel is a strategic choice for individuals eager to advance their leadership and operational skills in the mid shore and offshore industry. This role encompasses comprehensive oversight of seafood processing operations, enhancing your expertise in quality control, compliance with safety standards, and team management. As a Factory Manager, you'll play a vital role in driving efficiency and productivity, making this position an essential stepping stone to higher management roles within this industry. The experience gained in this capacity not only broadens your understanding of offshore operations but also opens doors for further specialization through certifications. This path offers significant potential for long-term career growth.

## Scope of Work

Operational leadership role responsible for overseeing the entire factory crew and ensuring efficient production. This position requires strategic planning and resource management to meet production goals. This role effectively manages workflows, and maintaining food safety and quality control standards while collaborating with the deck manager and crew, and ensures compliance with regulatory standards.

## Key Responsibilities

- Manage factory crew and ensure efficient processing of catch.
- Maintain compliance with food safety regulations and quality control standards.
- Coordinate with deck manager regarding catch processing.
- Oversee maintenance and operation of processing equipment.

## Position Profile Highlights

### COMPENSATION\*

\$85,000 - \$150,000 (2024)

### WORK ENVIRONMENT

Fast-paced, requiring strong leadership and communication skills to manage a diverse team.

### CAREER PATHWAY

**Experience:** Progression from Factory or Deck Crew, enhancing leadership and strategic planning skills.

**Skills Development:** Focus on operational management and resource optimization.

**Next Roles:** Senior management positions or specialized roles in operations.

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, Marine Emergency Duties (MED) min. level A1 or DSC, Valid Marine First Aid, WHMIS training, Experience in food processing and relevant management training

**Preferred:** STCW Basic Safety MED training, Certification in food safety management

### SKILLS & QUALITIES

Key skills include problem-solving, communication, financial acumen, adaptability, and technical proficiency to navigate industry changes and optimize production.

*Compensation Potential\**

*Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.*



# Factory Manager

## Career Opportunities

Pursuing a career as a Factory Manager onboard a vessel is a valuable choice for those seeking to combine operational expertise with leadership skills in a hands-on, high-stakes environment. This role offers the chance to oversee critical aspects of production, ensuring quality and efficiency while guiding and supporting a skilled team of factory crew members. The Factory Manager plays a key part in maintaining safety standards, managing resources, and coordinating with other departments to optimize factory operations. For those with a passion for leadership in food processing and maritime safety, the Factory Manager role provides a rewarding path with opportunities for professional growth. This position is particularly appealing in an industry where technological innovation is growing; the skills and expertise developed here will be increasingly critical as onboard processing systems continue to evolve.

## Scope of Work

The Factory Manager manages daily factory operations, supervising tasks and assisting the factory manager in maintaining production efficiency and quality control. You will train and support factory workers, keep records of production and inventory, and ensure compliance with health and safety regulations.

## Key Responsibilities

- Oversee daily factory operations, ensuring efficiency and quality.
- Train and support factory workers in their roles.
- Maintain records related to production and inventory.
- Ensure compliance with health and safety regulations.

## Position Profile Highlights

### COMPENSATION\*

\$90,000 - \$150,000+ (2024)

### WORK ENVIRONMENT

Fast-paced factory setting; requires effective communication and coordination with team members.

### CAREER PATHWAY

**Experience:** Progression from Factory Manager, enhancing management skills.

**Skills Development:** Focus on operational management and team leadership.

**Certifications:** Additional training in food safety management may be beneficial.

**Next Roles:** Onshore factory opportunities or specialized certification for vessel positions.

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, Marine Emergency Duties (MED) min. level A1 or DSC, Valid Marine First Aid, WHMIS training, Leadership experience

**Preferred:** STCW Basic Safety MED training, Certification in food safety and quality control

### SKILLS & QUALITIES

Ability to guide and motivate teams, ensuring clear communication and feedback. Effective time management and attention to detail help meet deadlines and maintain quality, while adaptability enables them to handle changing demands and challenges.

*Compensation Potential\**

*Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.*

# Factory Mechanic

## Career Opportunities

A career as a Factory Mechanic in the offshore fishing industry is perfect for individuals with strong mechanical and technical skills who excel at troubleshooting and maintaining vital equipment. In this position, you will guarantee the smooth operation of intricate machinery, promoting efficient production with preventative and planned maintenance. With the industry's increasing focus on technology and automation, Factory Mechanics are essential in ensuring competitive and sustainable operations. This career path provides opportunities for specialization, enabling you to acquire in-demand skills that can lead to advanced engineering positions and increased responsibilities within fleet operations. For those dedicated to a dynamic career filled with chances for technical expertise and growth, a Factory Mechanic role presents a challenging and fulfilling journey.

## Scope of Work

The technical role involves maintaining and repairing mechanical systems in processing, with a focus on preventative maintenance to avoid workflow stalls. Close collaboration with team members is essential for repairs and safety compliance. Key skills include problem-solving, attention to detail, and adaptability to new technologies, ensuring operational efficiency and safety of onboard machinery.

## Key Responsibilities

- Perform regular inspections and maintenance on processing machinery.
- Troubleshoot and repair equipment malfunctions.
- Ensure efficient and safe operation of all machinery.
- Collaborate with management to schedule repairs and maintenance.

## Position Profile Highlights

### COMPENSATION\*

\$80,000 – \$130,000 (2024)

### WORK ENVIRONMENT

Primarily within the engine room and machinery spaces; requires attention to safety and detail.

### CAREER PATHWAY

**Experience:** Start from Factory Crew or related positions, gaining technical skills.

**Skills Development:** Pursue advanced mechanical or engineering certifications.

**Next Roles:** Specialized engineering roles or Factory Manager.

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, Marine Emergency Duties (MED) min. level A1 or DSC, Valid Marine First Aid, WHMIS training

**Preferred:** STCW Basic Safety MED training, Technical training in mechanical engineering

### SKILLS & QUALITIES

Strong technical skills in machinery, along with problem-solving abilities. Effective communication enhances collaboration, while attention to detail and analytical thinking are essential for diagnosing issues and implementing solutions.

*Compensation Potential\**

*Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.*

# Marine Electrician

## Career Opportunities

Pursuing a career as a Marine Electrician offers the opportunity to work with cutting-edge technologies in a dynamic environment on various vessels and marine facilities. This profession combines technical skills with problem-solving, allowing individuals to troubleshoot and maintain essential electrical systems critical to safe offshore fishing operations. Additionally, the growing demand for skilled electricians in the marine industry ensures a stable career path with opportunities for advancement and continuous learning.

## Scope of Work

A Marine Electrician maintains, repairs, and installs critical electrical systems on vessels, ensuring safe and efficient operation of navigation, power distribution, communication, and control systems. This role is vital for stable vessel operations and compliance with maritime safety standards, requiring strong troubleshooting skills and technical knowledge.

## Key Responsibilities

- Install, maintain, and repair electrical systems on vessels and ships.
- Troubleshoot and fix electrical issues.
- Ensure compliance with marine safety regulations.
- Conduct regular inspections for operational efficiency.
- Collaborate with crew.
- Keep accurate records of work and inventory.
- Stay informed on advancements in marine electrical technologies.

## Position Profile Highlights

### COMPENSATION\*

\$120,000 – \$160,000 (2024)

### WORK ENVIRONMENT

Working within confined areas with exposure to fluctuating weather. Long shifts and extended periods at sea.

### CAREER PATHWAY

**Experience:** Begin as an electrician or technician on a vessel.

**Skills Development:** Gain knowledge of marine electrical systems and troubleshooting.

**Next Roles:** With proper certification and required tickets, may advance to more senior or specialized electrical positions.

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, Marine Emergency Duties (MED) min. level A1 or DSC, Valid Marine First Aid, WHMIS training, Certification in marine electrical systems

**Preferred:** STCW Basic Safety MED training, Manufacturer training with specific vessel systems and equipment

### SKILLS & QUALITIES

Strong technical proficiency in electrical systems and wiring, alongside excellent problem-solving and attention-to-detail skills to ensure safety and quality. Effective communication and adaptability are also crucial for collaborating with teams and navigating challenges.

*Compensation Potential\**

*Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.*



# Chief Engineer

## Scope of Work

The Chief Engineer oversees the operation and maintenance of all engineering systems on the vessel, ensuring optimal performance and safety.

Key responsibilities include managing the engineering team, maintaining engines and auxiliary systems, and ensuring compliance with maritime regulations.

The role involves planning preventive maintenance, troubleshooting mechanical and electrical issues, and keeping accurate records. Strong leadership, technical skills, and problem-solving abilities are crucial for success.

## Position Profile Highlights

**COMPENSATION** \$100,000 - \$200,000+ (2024)

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, Marine Engineer Certificate of Competency (issued by Transport Canada) valid as Chief Engineer for the engine power and planned voyages of the vessel, Valid MED training certificates for STCW Basic Safety, STCW Proficiency in Survival Craft & STCW Advanced Fire Fighting, Valid Marine First Aid, WHMIS training

**Preferred:** Extensive experience in offshore operations, with a background in fishing or commercial vessels

### LEADERSHIP QUALITIES:

- **Leadership:** Ability to inspire and motivate the crew, fostering a positive work environment.
- **Communication:** Strong verbal and written communication skills to convey instructions clearly and effectively.
- **Problem-Solving:** Quick and decisive in addressing challenges and conflicts that arise during operations.
- **Teamwork:** Ability to work collaboratively with the crew, promoting a culture of cooperation and mutual support.
- **Adaptability:** Flexible in responding to changing conditions and unexpected situations while maintaining composure.
- **Continued Learning:** Stay updated on advancements in marine engineering technologies and practices.

## Key Responsibilities

- Oversee daily operations of engineering systems for optimal performance.
- Implement preventive maintenance for engines and auxiliary systems to reduce downtime and ensure safety compliance.
- Supervise and train engineering staff for efficient and safe operations.
- Diagnose and fix mechanical and electrical issues to maintain integrity.
- Maintain accurate records of operations, maintenance, and performance metrics.
- Oversee budget and expenditures on maintenance and repairs.
- Conduct emergency drills related to engineering systems.
- Collaborate with the captain and department heads for seamless operations.

### CAREER PATHWAY

**Strategic Leadership:** Oversee all engineering operations, making critical decisions that affect the vessel's overall functionality and safety.

**Career Fulfillment:** Achieve a high level of professional accomplishment by leading a team, managing complex systems, and ensuring the vessel's operational success.

**Influence and Impact:** Shape industry practices and standards through advanced positions, contributing to safety, efficiency, and innovation in the offshoring fishing industry and marine engineering.

*Compensation Potential\**

*Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.*

# Second Engineer

## Career Opportunities

As a certified and professional trained engineer practicing in the offshore fishing industry, becoming certified as a Second Engineer allows you to play a critical role in ensuring operational efficiency and safety. This position involves overseeing essential machinery and working closely with the Chief Engineer, providing hands-on experience that enhances your technical skills and leadership capabilities. As a Second Engineer, you set the groundwork for career advancement, positioning yourself for future roles while maintaining high standards of professionalism within the industry.

## Scope of Work

The Second Engineer serves as the Chief Engineer's primary assistant and is responsible for the day-to-day operation and maintenance of the vessel's machinery and systems. They supervise the engine room crew, monitor engine performance, and manage fuel and oil consumption. The Second Engineer also handles routine maintenance tasks, troubleshoots machinery issues, and ensures that all safety protocols are adhered to in the engine room.

## Key Responsibilities

- Assist the Chief Engineer in daily operations and supervise the engine room crew.
- Monitor the performance of main and auxiliary engines, ensuring they operate efficiently.
- Oversee and perform routine maintenance tasks and repairs on various machinery.
- Maintain inventory of spare parts and supplies, ensuring adequate stock for repairs and maintenance.
- Implement and enforce safety protocols and procedures within the engine room.
- Report any equipment malfunctions or safety concerns to the Chief Engineer.

## Position Profile Highlights

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, Marine Engineer Certificate of Competency (issued by Transport Canada) valid as Second Engineer for the engine power and planned voyages of the vessel, Valid MED training certificates for STCW Basic Safety, STCW Proficiency in Survival Craft & STCW Advanced Fire Fighting, Valid Marine First Aid, WHMIS training

**Preferred:** Marine Engineer Certificate of Competency valid to serve as the relief Chief Engineer of the fishing vessel if required, Advanced technical training of vessel's systems

### WORK ENVIRONMENT

Work in environments with extreme temperatures, loud sounds, and hazardous machinery.

### SKILLS & QUALITIES

- Manages and mentors engine room staff effectively.
- Proficient in operating and maintaining machinery.
- Assesses engine performance and diagnoses issues.
- Collaborates with the engineering crew.
- Committed to safety standards.

### COMPENSATION \*

\$100,000 - \$190,000 (2024)

### CAREER PATHWAY

**Leadership Opportunities:** Step into a supervisory role, guiding the engine room team and contributing to operational efficiency.

**Problem-Solving Impact:** Play a crucial role in troubleshooting complex issues, directly influencing the vessel's performance and safety.

*Compensation Potential\**

*Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.*

# Watchkeeping Engineer

## Career Opportunities

Developing your career in the offshore fishing industry as an engineer provides you with an opportunity to pursue certification as a Watchkeeping Engineer, where professionals can develop their technical skills while supporting the Chief and Second Engineers. This role involves hands-on maintenance and troubleshooting of machinery, providing a solid foundation in offshore fishing operations. The position serves as a vital stepping stone toward advancing to Second Engineer and Chief Engineer roles, allowing for growth through practical experience and additional training, paving the way for a fulfilling and impactful career in the marine industry.

## Scope of Work

The Watchkeeping Engineer supports the Second Engineer and is primarily focused on the maintenance and operation of specific machinery, such as auxiliary engines, pumps, and boilers. They assist in monitoring equipment performance, carry out routine maintenance tasks, and report any irregularities to the Second Engineer. The Watchkeeping Engineer also plays a crucial role in safety drills and training, ensuring that they are well-prepared for emergency situations.

## Key Responsibilities

- Assist in the maintenance and operation of auxiliary machinery, pumps, and boilers.
- Monitor equipment performance and report irregularities to the Second Engineer.
- Conduct routine inspections of machinery and systems to ensure proper functioning.
- Assist in troubleshooting and repairing mechanical issues as directed by the Second Engineer.
- Participate in safety drills and training exercises to ensure readiness for emergencies.
- Help maintain accurate logs of maintenance activities and equipment performance.

## Position Profile Highlights

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, Marine Engineer Certificate of Competency (issued by Transport Canada) valid as Watchkeeping Engineer for the engine power and planned voyages of the vessel, Valid MED training certificates for STCW Basic Safety & STCW Proficiency in Survival Craft, Valid Marine First Aid, WHMIS training

**Preferred:** Marine Engineer Certificate of Competency valid to serve as the relief Second Engineer of the fishing vessel if required, Advanced technical training of vessel's systems

### WORK ENVIRONMENT

Work in environments with chemicals, extreme temperatures, loud sounds, and hazardous machinery.

### SKILLS & QUALITIES

Keen eye for detail to ensure quality maintenance and adherence to safety standards, with an ability to troubleshoot mechanical issues and implement solutions effectively. Strong teamwork skills, working closely with the Second Engineer.

### COMPENSATION\*

\$100,000 – \$180,000 (2024)

### CAREER PATHWAY

**Increased Responsibility:** Take on more significant duties in machinery operation and maintenance, enhancing leadership and technical skills.

**Career Advancement:** Build a pathway towards higher positions within the engineering hierarchy, gaining recognition for technical expertise.

*Compensation Potential\**

*Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.*

# Captain

Becoming a Captain is a significant achievement that requires many years of experience, multiple certifications, and leadership skills. This pathway ensures that Captains are well-prepared to manage vessels safely and efficiently. This requires a serious commitment on an individuals part and is an intentional career decision.

## Scope of Work

The Captain serves as the highest authority on the vessel, accountable for navigation, safety, and the overall management of crew and operations, and ensuring compliance with maritime regulations. This role requires a blend of technical expertise and strong interpersonal skills to lead the team effectively and ensure smooth operations. Effectively lead the crew, ensuring coordination, communication, and maintaining a positive working environment on board.

## Key Responsibilities

- Oversee all vessel operations, including navigation, safety, and compliance with regulations.
- Manage crew performance, providing training, guidance, and support.
- Communicate effectively with crew and stakeholders, including the fishing company and regulatory bodies.
- Develop and implement safety protocols, ensuring a secure working environment.
- Resolve conflicts and make critical decisions quickly and effectively.

## Position Profile Highlights

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, Nautical Certificate of Competency (issued by Transport Canada) valid as Master of the fishing vessel based on the gross tonnage and planned voyages of the vessel, Valid MED training certificates for STCW Basic Safety, STCW Proficiency in Survival Craft & STCW Advanced Fire Fighting, Valid Marine First Aid, Electronic Chart Display Information System (ECDIS) training, WHMIS training

**Preferred:** Extensive experience in maritime operations, with a background in fishing or commercial vessels

### COMPENSATION\*

\$300,000 – \$400,000+ (2024)

### LEADERSHIP QUALITIES:

**Decisiveness:** Makes quick, informed decisions regarding navigation and safety.

**Visionary Leadership:** Inspires and directs the crew towards common goals.

**Comprehensive Knowledge:** In-depth understanding of maritime law, navigation, and ship management.

**Crisis Management:** Remains calm and effective during emergencies, ensuring crew safety.

**Interpersonal Skills:** Builds strong relationships with crew, stakeholders, and regulatory bodies.

### CAREER PATHWAY

**Experience:** Progression from First Mate for several years, gaining navigation and leadership experience.

**Skills Development:** Focus on enhancing leadership and crisis management abilities.

**Certifications:** Obtain a captain's license and complete necessary training.. Significant time at sea is required.

**Next Roles:** Fleet Captain or senior management positions within maritime organizations.

*Compensation Potential\**

*Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.*



# First Mate

Becoming a First Mate is a major milestone on the path to leadership at sea. As the Captain's right hand, you will oversee the crew, manage operations, and ensure compliance with safety regulations. This role is a testament to your skills, experience, and readiness to take on significant responsibility, positioning you as a strong candidate for eventual promotion to Captain.

## Scope of Work

The First Mate collaborates closely with the Captain to implement navigation plans and respond to any challenges that arise during trips. Additionally, the First Mate is responsible for training new crew members, fostering a team-oriented environment, and ensuring that all safety drills are conducted regularly. This role requires not only technical expertise but also excellent communication skills to maintain harmony among the crew.

## Key Responsibilities

- Supervise and manage deck crew activities.
- Enforce safety protocols and conduct safety drills.
- Assist the Captain in navigating the vessel.
- Prepare and manage the vessel's logbook.
- Oversee maintenance of the vessel's equipment and systems.

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, Nautical Certificate of Competency (issued by Transport Canada) valid as Chief Mate of the fishing vessel based on the gross tonnage and planned voyages of the vessel, Valid MED training certificates for STCW Basic Safety, STCW Proficiency in Survival Craft & STCW Advanced Fire Fighting, Valid Marine First Aid, Electronic Chart Display Information System (ECDIS) training, WHMIS training

**Preferred:** Nautical Certificate of Competency valid to serve as the relief Master of the fishing vessel if required, Extensive experience in maritime operations, with a background in fishing or commercial vessels

## Position Profile Highlights

### COMPENSATION\*

\$120,000 – \$200,000 (2024)

### LEADERSHIP QUALITIES:

**Management Skills:** Strong ability to lead and motivate the crew.

**Conflict Resolution:** Handles disputes and ensures a harmonious work environment.

**Operational Knowledge:** Comprehensive understanding of all vessel operations and procedures.

**Risk Management:** Identifies potential risks and implements safety measures.

**Effective Communication:** Articulates instructions clearly to ensure safety and compliance.

### CAREER PATHWAY

**Qualifications:** Requires a First Mate license, substantial sea time, and relevant training in ship management and navigation.

**Responsibilities:** Manages the crew, oversees loading and unloading operations, and takes charge in the Captain's absence.

**Career Advancement:** Prepare for the Captain role by developing leadership skills and understanding all aspects of vessel operations.

*Compensation Potential\**

*Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.*

# Second Mate

Taking on the responsibilities of a Second Mate is a meaningful step in your career progression. As the officer focused on navigation and voyage planning, you play a pivotal role in ensuring the vessel's safe and efficient journey. This position offers the opportunity to refine technical skills and develop greater autonomy, preparing you for higher leadership roles on board.

## Scope of Work

The Second Mate handles navigation, safety management, and operations on the vessel. Key responsibilities include using navigational tools to maintain course, supervising safety protocols and drills, and ensuring compliance with maritime regulations. Strong communication and leadership skills are essential for coordinating activities across departments and mentoring junior crew members, contributing to a collaborative onboard environment.

## Key Responsibilities

- Plan and execute navigational routes.
- Supervise cargo loading and unloading operations.
- Conduct safety inspections and manage safety equipment.
- Maintain navigational and safety equipment.
- Train and mentor the Third Mate and deckhands.

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, Nautical Certificate of Competency (issued by Transport Canada) valid as Officer in Charge of the Watch of the fishing vessel based on the gross tonnage and planned voyages of the vessel, Valid training certificates for Marine Emergency Duties based on the planned voyages of the vessel (DVS for Near Coastal Voyages or STCW certificates for beyond Near Coastal voyages), Valid Marine First Aid, Electronic Chart Display Information System (ECDIS) training, WHMIS training

**Preferred:** Nautical Certificate of Competency valid to serve as the relief Chief Mate of the fishing vessel if required, Extensive experience in maritime operations, with a background in fishing or commercial vessels

### Position Profile Highlights

#### COMPENSATION\*

\$100,000 – \$180,000 (2024)

#### LEADERSHIP QUALITIES:

**Leadership Abilities:** Capable of supervising junior crew members and guiding operations.

**Problem-Solving Skills:** Quickly addresses navigation or safety issues that may arise.

**Technical Proficiency:** Knowledge of ship systems and safety protocols.

**Organizational Skills:** Manages watch schedules, cargo operations, and safety drills.

**Critical Thinking:** Evaluates situations and makes informed decisions under pressure.

#### CAREER PATHWAY

**Qualifications:** Must hold a Second Mate license, which typically requires completion of specific coursework and increased sea time.

**Responsibilities:** Oversees navigation, maintains safety equipment, and assists the First Mate with watch duties.

**Career Advancement:** Continue building sea time and experience to qualify for the First Mate position and express interest.

#### Compensation Potential\*

Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.

# Third Mate

Embarking on a career as a Third Mate is an excellent way to start building your leadership journey. As the entry-level officer, you will gain hands-on experience in navigation, safety procedures, and operational support, laying the foundation for advancement. This role is ideal for those eager to learn the essentials of offshore fishing and vessel management while contributing to the safety and efficiency of offshore operations.

## Scope of Work

The Third Mate plays a crucial role in the navigation and safety of the vessel, assisting senior officers in monitoring and maintaining navigational systems, conducting safety checks, and supporting daily operations. This entry-level officer position offers essential hands-on experience and foundational training in offshore fishing operations.

## Key Responsibilities

- Assist in navigation and monitoring of the vessel's position.
- Conduct safety drills and inspections.
- Maintain accurate records in the ship's log.
- Operate lifeboats and safety equipment.
- Support the watchkeeping duties and report any issues to the Second Mate.

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, Nautical Certificate of Competency (issued by Transport Canada) valid as Officer in Charge of the Watch of the fishing vessel based on the gross tonnage and planned voyages of the vessel, Valid training certificates for Marine Emergency Duties based on the planned voyages of the vessel (DVS for Near Coastal Voyages or STCW certificates for beyond Near Coastal voyages), Valid Marine First Aid, Electronic Chart Display Information System (ECDIS) training, WHMIS training

**Preferred:** Nautical Certificate of Competency valid to serve as the relief Second Mate of the fishing vessel if required, Extensive experience in maritime operations, with a background in fishing or commercial vessels

### Position Profile Highlights

#### COMPENSATION\*

\$100,000 – \$150,000 (2024)

#### SKILLS & QUALITIES

**Navigation Skills:** Proficient in using navigational instruments and charts.

**Attention to Detail:** Ability to conduct thorough inspections and maintain safety standards.

**Communication Skills:** Clear communication with crew members and the Captain.

**Teamwork:** Collaborates effectively with the crew to ensure smooth operations.

**Adaptability:** Flexible in responding to changing conditions at sea.

#### CAREER PATHWAY

**Qualifications:** Requires a valid Third Mate license, usually obtained through a combination of formal education and sea time.

**Responsibilities:** Assists with navigation, safety inspections, and crew supervision.

**Career Advancement:** Gain experience and additional certifications/tickets to progress to Second Mate.

*Compensation Potential\**

*Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.*

# Vessel Cook

## Career Opportunities

This career pathway allows for growth and specialization while providing opportunities to explore different culinary avenues within the maritime and fishing industry.

## Scope of Work

The Vessel Cook is responsible for all aspects of meal preparation and service on board a fishing vessel. This includes menu planning, inventory management, and ensuring that meals meet the nutritional needs of the crew while adhering to food safety standards. The role requires working in a confined and often moving environment, managing resources effectively, and fostering a positive dining experience to boost crew morale.

## Key Responsibilities

- Plan and prepare meals, accommodating dietary restrictions.
- Manage inventory and order supplies within budget constraints.
- Maintain cleanliness and hygiene in the galley and storeroom.
- Implement health and safety protocols in food handling.
- Oversee kitchen operations and coordinate with other crew members.

## Position Profile Highlights

### COMPENSATION\*

\$90,000 – \$160,000 (2024)

### WORK ENVIRONMENT

Working in galley space requiring collaboration with other crew members while adhering to safety and hygiene standards.

### CERTIFICATION & QUALIFICATIONS

**Required:** Valid passport, Valid Transport Canada Marine Medical Certificate, STCW Basic Safety MED training, Valid Marine First Aid, WHMIS training, Culinary training, Ship's Cook Certificate (issued by Transport Canada)

**Preferred:** Experience in a commercial kitchen or onboard vessel; Nutrition certification

### SKILLS & QUALITIES

- Proficiency in diverse meals, accommodating dietary restrictions.
- Efficient meal preparation during busy fishing operations.
- Ensuring food presentation and safety standards.
- Flexibility to adjust menus based on available ingredients.
- Collaborating with the crew to boost morale and well-being.

### CAREER PATHWAY

Start as a galley hand or assistant cook on a fishing vessel, gaining foundational culinary skills and learning the basics of working in a marine environment.

Vessel Cook: Progress to a Vessel Cook position, where you take full responsibility for meal planning, preparation, and kitchen management, while further honing your culinary techniques and safety practices.

**Future Positions:** Explore roles where you would be responsible for the overall management of galley operations on larger vessels or fleets, focusing on budgeting, staff training, and menu development.

*Compensation Potential\**

*Compensation for each position may vary significantly based on factors such as the type of vessel operations, species fished, and compensation structures, which may include salary compensation or share-based arrangements.*