



North Eastern Inshore Fisheries and Conservation Authority

EMPLOYEE SPECIFICATION

POST TITLE: **Patrol Boat First Mate** POST NUMBER:

Temporary Permanent Part Time Full Time Hours of Work: 42

	Essential	Desirable	How Measured During Recruitment and Selection Progress
Experience	<p>Experience of marine industry/nautical background. Vessel command and boat handling experience.</p> <p>Experience in the maintenance of vessels and all associated equipment and gear.</p> <p>Experience in good team working, leadership and management.</p>	<p>Experience of UK fisheries industry and inshore fishing practices and associated risks.</p> <p>Experience of operating rigid inflatable boat (RIBs).</p>	<p>Application form</p> <p>Interview</p> <p>References</p>
Education/Training Qualifications	<p>Qualifications in commanding vessels eg Standard of Training, Certification and Watchkeeping, RYA Offshore Yachtmaster with commercial endorsement or equivalent.</p> <p>Good general education with Maths and English to GCSE or equivalent.</p>	<p>Sea Survival, First Aid and Fire fighting certification.</p> <p>IOSH or NEBOSH Health and Safety qualification.</p>	<p>Application form</p> <p>Interview</p>

Special Knowledge	<p>Detailed knowledge of operating a patrol vessel and associated equipment.</p> <p>Detailed practical working knowledge of Health and Safety and maritime regulations and Authorities safe working practices to ensure personal safety and that of staff particularly when working at sea and busy ports and harbours.</p> <p>Detailed knowledge of relevant legislation and industry best practice covering fisheries, health and safety and maritime regulations.</p> <p>Knowledge of the UK commercial fishing industry.</p> <p>Knowledge of coastline, geography and geology.</p>	<p>Working knowledge of fishing techniques and practices in general.</p> <p>The Marina and Coastal Access Act 2009</p> <p>IFCA national objectives and success criteria</p> <p>Knowledge of PACE, RIPA, Hampton principles and regulators code of practice.</p> <p>Excellent local geographical knowledge.</p>	<p>Application form Interview</p>
Skills	<p>A detailed understanding of safe vessel navigation and associated health and safety issues surrounding the use of vessels.</p> <p>Planning and organisational.</p> <p>Leadership and management with ability to provide clear direction.</p> <p>Effective communication and interpersonal ability.</p>	<p>Ability to operate a wide variety of deck machinery and deploy and operate a wide variety of offshore equipment.</p> <p>Computer and technical literacy including navigational, marine surveying equipment.</p> <p>Ability to manage change</p> <p>Ability to deal with difficult and complex situations/matters.</p>	<p>Interview References</p>
Personal Qualities	<p>Well organised</p> <p>Adaptability and flexibility</p> <p>Professionalism and work ethic</p> <p>Positive attitude and energy</p>	<p>Be able to sense and effectively deal with confrontational situations even when working alone.</p>	<p>Interview References</p>

Working Arrangements and Personal Availability	Flexible to meet the exigencies of the service including foreign travel. The ability to transport themselves around the NEIFCA District.		Interview References
Physical	Capable of boarding vessels ashore and at sea. Launching, recovery and operating a RIB in challenging conditions Ability to carry and move fisheries equipment Continuous concentration for long periods		Application form Interview References

Completed by: M WANDRUPEN

Signature: MW Wandrupen

Date: 5/11/14

