
Position Description

Vacancy Title: **Ship Master [Chuuk]**

Location: **Chuuk**

Reports To: **Maritime and Logistic Manager (v 1.00)**

Objective

The Ship Master holds full command of the landing craft and is responsible for ensuring safe navigation, regulatory compliance, and operational integrity at all times. This role ensures the safety and welfare of all onboard, maintains a culture of safety, discipline, and teamwork, and upholds the professional image of the organisation. The Ship Master also plays a key leadership role in developing crew capabilities, maintaining asset readiness, and supporting the strategic objectives of the C4L Transport and Logistics Program.

Outcomes

Organisational Stakeholders

1. Safe and Efficient Vessel Operation

- The vessel is navigated safely and efficiently, adhering to all maritime regulations.
 - Crew members are effectively managed to ensure they perform their duties competently.
 - All aspects of vessel operations, including transportation, fuel management, cleanliness, and appearance, are meticulously managed.
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2. Compliance and Safety Adherence

- Safety guidelines for vessel handling are strictly followed, ensuring the proper inventory and maintenance of safety equipment.
 - Regular drills and crew training sessions (e.g., Man Overboard, Fire, Abandon Ship) are conducted to maintain preparedness.
 - State and federal regulatory requirements, including the timely filing of reports (e.g., Notices of Arrival), are consistently met.
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3. Operational Coordination and Leadership

- Voyage schedules, maintenance programs, and navigational watches are effectively coordinated in collaboration with the Program Manager, Engineer, and Scheduler.
 - Weather and marine risk assessments are routinely conducted, with contingency plans developed and implemented as necessary to safeguard assets, crew, and the public.
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4. Team Management and Development

- New crew members receive thorough training and orientation to ensure they integrate seamlessly into operational routines.
 - Passenger activities are overseen attentively, with a maintained radio watch during off-vessel excursions.
 - Acts as the Rescue Team Leader and provides backup support for the Passenger Boat Captain as required.
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5. Asset Stewardship and Vessel Readiness

- Preventative and corrective maintenance plans are implemented in collaboration with the engineering team.
 - Equipment and vessel systems are maintained to ensure full operational readiness.
 - Logbooks, maintenance records, and defect reports are accurately completed and submitted on time.
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6. Environmental and Sustainability Compliance

- Environmental regulations and company sustainability policies are adhered to at all times.
 - Waste disposal procedures, emissions control, and spill response measures are implemented and monitored.
 - Supports the organisation's commitment to environmental stewardship through education and daily practice.
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7. The organisation's image and value standards demonstrated and upheld at all times

- Confidentiality of all communications upheld at all times
 - A professional and amiable relationship maintained with all stakeholders
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8. Continuous Improvement and Incident Reporting

- Lessons learned from incidents and near misses are documented and used to improve safety systems.
 - Feedback from crew, passengers, and stakeholders is actively sought to improve operations.
 - Participates in audits, inspections, and reviews, and takes prompt corrective actions where required.
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Responsibilities - Key Competencies

Competence	Description
Business	
Risk Management	Analyse and manage risk.
Planning	Deliver results by developing, reviewing or following a work plan, action plan or operational plan.
Resource Management	Deliver results through the efficient and effective allocation and use of supplies , equipment and people.
Systems and Procedures	Develop and/or apply procedures to assist the organisation achieve its goals.
Documentation	Communicate using formal business writing.
Communication	Exchange information through verbal communication
Customer	
Customer Commitment	Demonstrate a commitment to customer service - both internal and external customers.
Relationship Building	Build beneficial relationships with suppliers and stakeholders.
Organisational Values	Display the organisation's image and value standards.
People	
Leadership	Utilise a leadership position to influence people and events and to increase performance.
Team Orientation	Work in a team towards a common aim.
Facilitation	Assist the progress of work ensuring its timely and effective completion.
Problem Solving	Develop practical solutions to a situation.
Negotiation	Reach agreement through discussion and compromise.
Learning	Develop the competencies of self and others to enhance performance.
Professional	
Technical Strength	Demonstrate knowledge of a specialist discipline.
Compliance	Comply with relevant laws and the policies and procedures of the organisation.
Operational	
Equipment Operation	Control the operation of specialised equipment, plant or vehicles to satisfy the demands of the assignment.
Maintenance	Monitor and/or maintain equipment, plant or vehicles in sound operating order.
Health and Safety	Establish and maintain a safe and healthy work environment.
Environment	Establish and maintain an environmentally friendly organisation

Qualifications

Qualification	Discipline	Notes
Preferred		
Certificate	Class 5 Master License	

Work Knowledge and Experience

Five years of experience working aboard or operating small boats, including at least two years as captain or mate aboard vessels carrying multiple crew members.

Demonstrated knowledge of local regulatory requirements

Demonstrated knowledge of the Sea Port Management Act and Regulations

Knowledge of sea survival techniques

Knowledge of local and international emergency response protocols and systems

Proficiency in the use of Aid to Navigation equipment

Demonstrated successful experience in the problem identification and risk prevention requirements

Knowledge of advance fire fighting skills

Outgoing and friendly demeanor, able to engage and communicate easily with passengers and crew.

Requirements

Regulatory Compliance Requirements

Police Clearance

Health Clearance - Fit to work

Basic safety training

Drug Test

FSM Ships Master Certification

First aid/CPR

Other Required Requirements

No other required items found.

Interactions

Type	Interaction	Comments
Internal		
	C4L Program Manager	
	Transportation & Logistics Team Leader	
	Marine Operators	
	Maintenance Mechanics	
	Deck hands	
External		
	Relevant stakeholders	
	Customers	
	Passengers	
	Statutory Authorities	

Attributes

Behavioural Styles

Accountable	Assumes full responsibility for own actions and identifies with the success or failure of own part of the overall work/goal.
Integrity	Adherence to moral and ethical principles; soundness of moral character; honesty.
Reliable	Is able to be trusted to do what is expected or has been promised, puts in a great amount of effort believing in the value of work.

Interpersonal Styles

Objective	Impartial and honest in dealings with others, eliminating own feelings and view to reach a balanced judgement.
Team Oriented	Enjoys being with others as part of a group or team.

Thinking Styles

Conscientious	Demonstrates a sense of right and wrong and a personal obligation to do the right thing.
Initiative	Takes action and makes decisions without the help or advice of other people.
Well organised	Controls tasks in a well thought out and critical manner.

How To Apply

Contact for Enquiries

Contact Name: Tracy-Anne Helgenberger

Contact Email: tracy-anne.helgenberger@fsmc.com

Further Contact Information: --

Closing Date: 22 Jun 2025