

Appendix A

Industry Participation in Project

Project Steering Group

Members

Peter Bond	Port Skills and Safety
Sarah Dhanda	British Marine Federation
Glenys Jackson	Merchant Navy Training Board
Simon Potten	Seafish
Mark Raynor	Sector Skills Development Agency
Philip Wells	Maritime Skills Alliance

In attendance

Tracy Ferrier	The Mackinnon Partnership
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Consultation

Name	Organisation	Position	Sector	Method
Kevin Slade	Northern Marine Management	Personnel Director	Merchant Navy	Email
Colin McMurray	Clyde Marine	Training Manager	Merchant Navy	Phone and email
Nick Dodson	Chamber of Shipping		Merchant Navy	Face-to-face and email
Roger Towner	Maritime and Coastguard Agency	Head of Seafarer Training and Certification and Chief Examiner	Merchant Navy	Face-to-face, phone and email
David Precious	Precious Associates	Principal	Merchant Navy	Phone and email
Tanya Whitehurst	Saga Cruises	Cruise Director	Merchant Navy	Email
Laurie Farmer	Svitzer Marine Limited	HR Manager	Merchant Navy	Email
Dieter Jaenicke	Viking Recruitment	Director	Merchant Navy/Marine Leisure	Face-to-face, phone and email
Matthew Jaenicke	Viking Recruitment	Director of Operations	Merchant Navy/Marine Leisure	Face-to-face
Terry Wilson	Viking Recruitment	Marine Recruitment Manager	Merchant Navy/Marine Leisure	Face-to-face
Natalie Inman	Viking Recruitment	Marketing and Project Co-ordinator	Merchant Navy/Marine Leisure	Face-to-face
David Greening		Naval Architect	Marine Leisure	Phone
Roger Bennett	Rainbow Sailing School	School Principal	Marine Leisure	Phone
Paul Wickes	Cornwall Marine Network	Training Manager	Marine Leisure	Phone

Name	Organisation	Position	Sector	Method
Graham Goddard	Eastleigh College	Skills, Workforce Development and CoVE Manager	Marine Leisure	Phone
Ian Bourgouyne		Marine Surveyor	Marine Leisure	Phone
Sarah Fesel	British Marine Federation		Marine Leisure	Phone
Jane Gentry	Yacht Brokers, Designers and Surveyors Association	Chief Executive	Marine Leisure	Phone
James Stevens	The Royal Yachting Association	Training Manager	Marine Leisure	Phone and email
Christian Warden	Semta		Marine Leisure	Phone and email
Karl Brown	Caley Fisheries	Director	Seafish	Phone
David Cox	Danbrit Ship Management	Director	Seafish	Email
Paul Thompson	Port of Felixstowe		Ports	Phone and email
Ian Mace	Harwich Haven Authority	Deputy Harbour Master (Conservancy)	Ports	Phone
Kim Morton	Port of Tilbury	Training and Development Manager	Ports	Email
Rose Wallace	Harwich International Port		Ports	Email
Alan Furlong	Milford Haven Port Authority		Ports	
Helen Atkinson	International Federation of Hydrographic Societies	Operations & Publications Manager; Editor of The Hydrographic Journal	Ports	Email
Harry Tilley	Ports Skills and Safety		Ports	Phone and email
Ciara Hovey	Port of Dover	Assistant Hydrographer	Ports	Email
Geoff Stokes	Maritime and Coastguard Agency	Vessel Traffic Services Manager	Ports	Phone and email
David Cracknell	Construction Industry Council	Director of Lifelong Learning	Ports	Phone
Dave Shepherd	RNLI	Training Inspector HQ	Emergency and Rescue	Face-to-face and email

Appendix B

Occupational Map

This map outlines the main occupational roles in the Maritime Sector. Occupations are listed under each industry area, and are further sub-divided where appropriate.

Commercial Sea Fishing

The breadth and level of occupations in sea fishing vary depending upon the size of the vessel, type of catch and area in which the vessel operates.

To go to sea on a commercial sea fishing vessel, individuals must undergo statutory safety training in basic sea survival, fire fighting and first aid. In addition, skippers, mates and engineers working on fishing vessels above a certain length and engine power, or operating in certain sea areas, are required to hold statutory Maritime and Coastguard Agency (MCA) Certificates of Competency.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<p><i>Skipper</i></p>		<p><i>Inshore Area</i> The inshore area Skipper is in command of a small fishing vessel (under current regulations - up to a maximum of 16.5m registered length) fishing close to shore and responsible for its safe and efficient operation. The Skipper will most probably be responsible for a crew even though, as skipper, they may still share some of the deckhand duties. Inshore area skippers are responsible for small vessels fishing close to shore. There are no formal requirements other than attendance on the basic safety training courses although it is likely that the Skipper will have gained some prior experience working as a deckhand before deciding to own/skipper a fishing vessel.</p> <p><i>Limited Area</i> Limited area Skippers fish within a defined area around the UK coast. The Skipper is responsible for all aspects of health and safety, crew and vessel management. This includes supervising the operation of the fishing gear, vessel navigation, deciding on the method of fishing and the area of operation, management of business arrangement with merchants, vessel owners and agents, and accurately maintaining all ship records and catch logs. The skipper may be the owner of the vessel or engaged to act as skipper by the vessel's owner(s). The Limited Area Skipper must hold the Deck Officer (Fishing Vessel) Class 2 certificate and have completed approved 'Medical First Aid', Radio Operation - Long Range Certificate, Electronic Navigation Systems and advanced firefighting courses. In addition, the Skipper must be physically fit with good eyesight, be aged at least 20, have sufficient and suitable</p>

		<p>experience of working on fishing vessels, possess crew management skills and an understanding of all operational aspects of a fishing vessel.</p> <p><i>Unlimited Area</i></p> <p>Unlimited area Skippers fish in distant fishing grounds. The Skipper is responsible for all aspects of health and safety, crew and vessel management. This includes supervising the operation of fishing gear, vessel navigation, deciding on the method of fishing and the area of operation, management of business arrangement, accurately maintaining all ship records and catch logs. The Skipper must hold the Deck Officer (Fishing Vessel) Class 1 certificate. To gain this, individuals need to provide evidence of suitable and sufficient watch-keeping service completed whilst holding the Deck Officer (Fishing Vessel) Class 2 certificate. They also need to have achieved 'Proficiency in Medical Care', Radio Operation General Operator's certificate, Electronic Navigation Systems, Navigation Control and advanced firefighting certificates. In addition, the Skipper must be physically fit with good eyesight, be aged at least 21, and possess crew management skills.</p>
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Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Mate</i>		<p>The Mate works on large fishing vessels and helps to deputize for the Unlimited Area Skipper as chief watch commander of the vessel when required. The Mate is often tasked with the responsibility for ensuring that the fishing gear operates correctly and that the catch is stored properly. The Mate normally has expertise in health and safety, chart work and navigation, electronic navigational aids, fish finding instruments, radio communications, fishing techniques and care of the catch. The Mate must have attended courses covering the Maritime and Coastguard Agency (MCA) statutory safety training requirements in basic sea survival, first aid and fire fighting. In order to gain the Deck Officer (Fishing Vessel) Class 2 certificate the Mate will need to have completed approved 'Medical First Aid', Radio Operation - Long Range Certificate and advanced firefighting courses. In addition, they must have sufficient and suitable experience of working on fishing vessels, and possess crew management skills with an understanding of all operational aspects of a fishing vessel.</p>

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Competent Deckhand</i>	Deckie	A Competent Deckhand is fully trained and/or experienced. They are a key member of the

		<p>crew responsible for health and safety, preparing the deck and equipment for the catch, operating fishing gear and other equipment used for shooting and hauling fishing gear, repairing fishing gear, gutting and storing fish. The Deckhand might also cook for crew members and help to ensure the vessel is kept clean and tidy. On some vessels they may be encouraged to develop an interest in engineering through active assistance in undertaking routine maintenance tasks. Need to have attended the Maritime and Coastguard Agency (MCA) statutory safety training requirements in basic safety awareness, sea survival, first aid and fire fighting.</p> <p>If crew is in excess of four or five, one of the competent deckhands may be in charge of the other deckhands, and would commonly be referred to as a Bosun.</p>
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Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Engineer</i>		<p>Larger vessels may have a Chief Engineer and Second Engineer. Small vessels may have a deckhand, mate or skipper who can undertake engineering duties in addition to other duties. The Engineer is responsible for health and safety, maintaining, testing and diagnosing faults with all mechanical and electrical equipment (including propulsion equipment, steering equipment, on board pumping equipment and all other machinery aboard the vessel). On vessels with an engine power of 750kw or more the Engineer will assist the Chief Engineer and will be the Second Engineer. If the Engineer is working on a fishing vessel with an engine power of 750kw or more there is a statutory requirement for the Second Engineer to hold the Engineer Officer Certificate of Competency (Fishing Vessel) Class 2 and for the Chief Engineer to hold the Engineer Officer Certificate of Competency (Fishing Vessel) Class 1.</p>

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Deckie Learner</i>	Apprentice Trainee Fisherman	<p>Must attend approved basic safety training before going to sea. The Trainee operates as part of a team working mainly on the deck, but possibly also helping out in the engine room when required. All new entrants must attend courses covering the Maritime and Coastguard Agency (MCA) statutory safety training requirements in basic sea survival, first aid, fire fighting and basic health and safety. In addition, Trainees must be physically fit, have good eyesight and be able to communicate and work well with others.</p>

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Superintendent Engineer</i>		This is a shore based position that provides engineering advice and support to all the vessels owned by a company. The Superintendent Engineer will normally have been a Chief Engineer on a fishing vessel.

Marine Leisure

The Marine Leisure industry is concerned with those working in occupations related to using vessels for recreational purposes in the seagoing and inland sectors of the marine industry, covering:

- Design
- Manufacturing
- Buying and selling
- Instruction and coaching
- Marinas and yacht harbours
- Crew

Design

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Naval Architect</i>	Yacht designer	A Naval Architect is a professional responsible for the design, development, construction and repair of surface and underwater vessels and operating systems. They have knowledge of structures, stresses, materials and hydrodynamics. Typical work activities cover the functions that are required for the entire process of designing and preparing vessels for sea. UK Naval Architects are usually members of the Royal Institute of Naval Architecture. To become a member, individuals must have undertaken an accredited course such as Naval Architecture, Marine Technology, Marine Engineering, Offshore Engineering and Ship Science.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Yacht designer</i>	Boat designer	Most but not all designers are Naval Architects. A Yacht Designer designs vessels for leisure use only, and also designs for repairs and re-fits. Yacht Designers produce the plans for the boat, including hulls, decks and interior layout. Designers usually specialise in a particular aspect or type of boat and/or yacht design. Although in theory anyone can call themselves a Yacht Designer they would normally be qualified as they need technical design skills. Unlike Naval Architects, Yacht Designers do not need to be a member of a professional institution.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Draughtsman/ Draughtswoman</i>	CAD Technician	They work in all branches of engineering as well as architecture, construction, and manufacturing, using CAD software to

		produce detailed 2D and 3D designs and specifications for vessels. As well as producing detailed blueprints, the parameters which make up the specification are used to prepare cost estimates, tenders, compliance documents, manufacturing, assembly and maintenance instructions for the vessel in question.
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Manufacturing

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Boat Builder</i>	Yacht Builder Boat Repairer	Boat builders work on a wide range of smaller craft, from luxury powerboats to sailing boats, narrow-boats and wooden dinghies. Most modern boats are built using glass fibre or new composite materials, in a factory environment. Only a small number of new craft are built from wood, but there is a need for repair and restoration of existing wooden boats.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Boat Fitter</i>	Marine Craftsperson	Most of the build time of a modern craft is spent fitting the boat out with engines, accommodation and domestic systems. This is the area in which carpenters, joiners, plumbers and electricians work.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Marine Engineer</i>		Marine engineering is a multi-disciplinary field requiring an understanding and knowledge of mechanical, hydraulic, pneumatic, electrical and electronic systems. Marine Engineers design, build, convert, test and maintain boats. They have high levels of competence in the practical and technical skills required to work with inboard and outboard engines and transmission, propulsion and steering systems. The normal way to train as an engineer is to study full time at university or college for a first degree in Engineering.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Electrics/Electronics Engineer</i>		Installs, services, repairs and upgrades sophisticated electrical and electronic systems ranging from engine electrical systems, to electric engines, pumps, navigation and interior lights to radar and satellite navigation equipment.

Buying and Selling

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Yacht Broker</i>	Yacht Agent Dealer Distributor	Yacht Brokers and Agents are concerned with the sale and purchase of secondhand craft and act as intermediaries between vendors

		and purchasers. Dealers and Distributors largely deal in new craft. Dealers buy and sell boats on their own account or as part of a network and may also take boats in part exchange. The Broker or Dealer undertakes all the advertising, shows people the boat, and organises sea trials. They also ensure all the paperwork (VAT paid invoices, registration documents, proof of title, CE compliance, etc) is in order and that the person buying the boat has adequate finance. The Broker is paid commission by the vendor on the final selling price. Brokers have knowledge of specific legislation, such as the Recreational Craft Directive, and also have a working knowledge of boats. Some Brokers may hold an RYA Powerboat qualification (Level 2) and/or a Day Skipper certificate.
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Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Yacht Surveyor</i>	Marine Surveyor Small Craft Surveyor	Surveys are needed for all sorts of purposes - pre-purchase, condition, insurance, tonnage for registration, damage and re-fit are the main examples. All but the smallest boats should have a pre-purchase survey. A Surveyor provides the client with a written report explaining any defects and how urgent the repair is, and suggesting means of rectification. Surveyors have varied backgrounds such as naval architecture, marine engineering or boatbuilding. Surveyors need to understand the materials, stresses, operation, equipment and industry standards to be able to provide the client with a professional service.

Watersports Instruction

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Watersports Manager</i>		The Watersports Manager is responsible for overall management of administration (often includes finance), staff and all watersports equipment. It also involves the organisation of the instruction programme and daily instruction. The minimum requirements generally required for this post are instructor qualifications in at least two relevant watersports, a RYA Powerboat level 2 Certificate and a relevant First Aid qualification.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Watersports Instructor</i>		A Watersports Instructor could instruct across a number of disciplines or have a specialism, such as dinghy sailing, multihull sailing, powerboating or windsurfing. Instructors have competent sailing skills in the areas they teach, have relevant qualifications (normally Royal Yachting Association (RYA) Instructor qualifications), good communication skills and

		are safety conscious. Senior Instructors have extra responsibilities such as the implementation of the activities programme, and must be able to lead, motivate and manage staff. Senior Instructors must have the RYA Senior Instructors Certificate.
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Marinas and yacht harbours

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Marina Manager</i>	Yacht Harbour Manager	Responsible for the running of the marina/yacht harbour. General responsibilities will include berthing arrangements, bookings, services and repairs, customer liaison, cash handling, staffing, sales etc. Managers try to keep their marina/harbour full and paying all year round. Managers normally have management experience and a working knowledge of marinas/harbours and boats. Some Managers may hold a Powerboat qualification (Level 2) and a Day Skipper certificate. They may also have a degree in Marine Leisure Management or the Certified Marina Manager qualification (CMM).

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Dockmaster</i>	Operations Manager	Oversees planning and management of berthing and mooring facilities in marinas and yacht harbours. Duties include supervision of marine operatives involved in mooring and berthing, and the preparation of mooring plans.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Marina Operative</i>	Berthing Assistant Mooring Assistant Yard Assistant	Undertake general tasks around the marina or yacht harbour. Duties may include lifting, moving and loading, assisting customers, crewing small harbour craft, berthing, helping to moor larger vessels, basic engineering and securing and maintaining marker buoys.

Crew

Superyachts

A superyacht can be found on any ocean, on any sea in the world. Superyachts can be motor or sail and range from 24m up to mini cruiseships. The number of crew and types of roles and responsibility will vary depending on the type and size of the superyacht. On an average superyacht, you will find on board the crew jobs listed below. Yachts over 60m normally have a crew of 10 or more.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Captain</i>		The Captain is in overall command of the yacht and has full responsibility for the crew, the cargo, passengers and the safety of the vessel. A Captain must have considerable maritime experience and training and will normally have significant experience gained in the merchant navy. A Captain of a Superyacht has to have excellent sea faring

		knowledge, a good grasp of accounting and administration and also deal with authorities on matters such as paperwork and health and safety. The Captain must be highly skilled at dealing with people, both crew and owner/guests. Responsible for the security of the vessel and environmental awareness. On a smaller vessel the Captain will have more wide-ranging responsibilities which on a larger vessel would be undertaken by the deckhand or Chief Steward/Stewardess.
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Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>First Officer</i>	Mate	Second in command to the Captain. Directly responsible for all deck operations including cargo storage and handling, deck maintenance and deck supplies. In charge of the second and third officers and deckhands. Undertakes bridge watches when at sea. Responsible, with other staff, for the security of the vessel and environmental awareness.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Engineer</i>		In charge of the engineering department and responsible to the Captain for its efficient operation. Has overall control and decision making powers for the engineering department. Responsible for ensuring that all planned mechanical and electrical maintenance takes place. Co-ordinates operations with shore-side engineers.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Chef</i>		Food planning and preparation, and cooking to a high standard. The chef must be capable of working on their own and or working under pressure.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Chief Steward/Stewardess</i>	Interior Director Interior Manager Hotel Manager	A Chief Steward or Chief Stewardess is in charge of the interior of the yacht and is similar to a 'house keeper' or host/hostess. Manages and recruits the interior staff (e.g. Steward, Housekeeper). Oversees the general cleaning of accommodation, and provision of catering support. Specific duties could include flower arranging, providing a silver service and obtaining local currency. Ensures that passengers are looked after in a discreet and confidential manner. Responsible, with other staff, for the security of the vessel and environmental awareness. May have languages expertise and a first aid qualification.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Deckhand</i>	Deck Rating	A deckhand is the entry level for almost all professional crew jobs on yachts. They will be expected to do a variety of jobs such as painting, sanding, fibreglass restoration, varnishing, carpentry, buffing, polishing and finishing. Responsible, with other staff, for the security of the vessel and environmental awareness. Deckhands do not have to have sailing qualifications but having them is an asset. General seafaring skills are expected. Should ideally have some knowledge and experience of engines and radio equipment. Normally responsible for the general maintenance of outboard engines, jet skis and waterskiing equipment.

Chartering/holidays

Professional crew and skippers are also needed for yachts that may be chartered or for flotilla holidays. Roles will be similar to those on superyachts although roles will normally be much wider as there may only be 2 crew members.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Flotilla Engineer</i>		Responsible for the general upkeep and maintenance of all the yachts in the flotilla and all of their equipment. Repairs are often completed when at sea and at anchorage at night. May also assist guests with operating systems, power handling and equipment use. Normally has previous marine experience and a working knowledge of engines and machinery.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Flotilla Host/Hostess</i>		Responsible for the care of all flotilla guests. Normally liaises with local restaurants and attractions for group visits and co-ordinates entertainment. May also deal with medical issues, accounts and complaints. This could include liaising with the company's administration staff. Normally has customer service background and/or holiday company experience and an outgoing and independent personality. May need sailing experience.

Job Role	Any Alternative Job Title(s)	Brief Role Description
Skipper <i>Delivery Skipper</i>		Responsible for the safe and timely delivery of vessels. Often works long distances with minimal crew. Jobs are usually short-term and provide the opportunity to gain sea time and experience. A Delivery Skipper normally works as a volunteer crew member before securing a position as a paid skipper.

<i>Flotilla Skipper</i>		Operates a yacht or entire flotilla (normally up to 20 yachts). The Skipper will brief guests daily on yacht safety and operational information. On turn-around day the Skipper directs the staff in checking the rigging, sails, keels etc for damage and repair needs. Will normally be an experienced cruising skipper, minimum qualification RYA Yacht Master Commercially Endorsed. Management and customer care skills are important.
<i>Bareboat Skipper</i>		Prepares yachts for charter and their delivery to the relevant bases. Often has experience as a Flotilla Skipper.
<i>Charter Skipper</i>		The charter skipper operates the yacht for guests and may own the vessel. Different to working on a private vessel due to the usually high turnover of guests with a fast turn around at the end of a charter. Vessels may be chartered for as little as a couple of hours, or considerably longer. May have to prepare and serve all food and drink aboard (in which case will have to comply with Alcohol Licensing legislation). Where there is crew on board, the Skipper will not be responsible for the housekeeping side of things.

Maritime Search and Rescue

Search and Rescue is the activity of locating and recovering persons either in distress, potential distress or missing and delivering them to a place of safety. The UK Government (led by the Department for Transport) has a statutory responsibility for civilian Search and Rescue (SAR) within the UK and its aviation and maritime Search and Rescue Regions, but it delegates the authority for responding to maritime incidents to HM Coastguard. HM Coastguard is the on-call emergency organisation that has overall responsibility for all civilian maritime SAR within the UK Maritime SAR Region.

The civilian maritime Search and Rescue includes the mobilisation, organisation and tasking of assets (including lifeboats, SAR helicopters and independent declared facilities) to respond to persons either in distress at sea, or to persons at risk of injury or death on the cliffs or shoreline of the United Kingdom. There are 19 Maritime Rescue Co-ordination Centres (MRCCs) around the UK Coast, which form a network of command and control centres for responding to reports of maritime and coastal distress. These receive incoming distress calls, alerting the appropriate rescue assets, and co-ordinating the rescue effort. Among these rescue assets are 233 lifeboat stations run by the RNLI (with 4,800 lifeboat crew members) which act as a base for storing, launching and recovering vessels and communicating with the emergency services.

Lifeboat: Crew

Crew composition varies between all weather lifeboats (ALB), in-shore lifeboats (ILB) and hovercrafts.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Coxswain (ALB)</i>	Coxswain trainee	The coxswain is in charge of the all weather lifeboat and is in command when at sea. He/she is responsible for all the operations connected with launching the lifeboat, ensuring the safety of all the lifeboat crew on board, and it is the coxswain's duty to use every effort to safeguard and rescue the lives of those in danger. At the end of a rescue the coxswain ensures that the lifeboat is ready for service and that the equipment is all in order.

		<p>Most coxswains are volunteers although there are a few full-time coxswains. The all weather lifeboat has a second coxswain who acts as deputy if the coxswain is not available.</p> <p>Potential Coxswains are usually identified 3 or 4 years in advance before they succeed a position, and tend to 'act up' or understudy to gain time in command and service experience.</p>
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Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Helmsman (ILB)</i>		The Helmsman is a volunteer who is in charge of the inshore lifeboat during launching, at sea and when it is being recovered to make sure it is ready for the next rescue. The helmsman is responsible for the safety of the crew on board and for everything that happens during a rescue. They are in command on in-shore vessels.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Mechanic (ALB)</i>	Engineer	<p>All vessels with over 7460kw output must have on board an engineer. The engineer undertakes routine maintenance, and is responsible for maintaining the lifeboat's engines and all the machinery at an all weather lifeboat station. The mechanic has a detailed planned maintenance programme to carry out because over a period of time every piece of machinery is checked and maintained. At sea the mechanic checks that the engines and other machinery are all working properly.</p> <p>All weather lifeboat stations also have assistant mechanics to take over when the mechanic is not available.</p>

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Mechanic (ILB)</i>		The inshore mechanic undertakes planned maintenance and may or may not also be sea-going.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Navigator</i>		The navigator plans and carries out search and rescue techniques. They must also be able to carry out the duties of the crew (see below).

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Crew member</i>		Crew members are volunteers who launch and recover vessels, assist casualties, operate daughter boats, drop and pick up the anchor, undertake look out

		responsibilities, and generally assist the coxswain or helmsman.
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Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>1st Aider</i>	Crew member	One crew member is a qualified first aider.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Hovercraft Commander</i>		This is a volunteer who is in charge of the hovercraft during launching, when at sea and also at the end of a rescue when the hovercraft is being recovered to make sure it is ready for the next rescue. The Hovercraft commander is responsible for the safety of the crew on board and for everything that happens during a rescue. They are in command on hovercraft vessels.

Merchant Navy

The Merchant Navy is the common term for the commercial shipping industry. Roles within the Merchant Navy vary depending on a number of factors, including size and type of vessel. The range of vessels includes passenger ferries, container ships, tankers, small tugs, and cruise ship. Some vessels have a large number of officers and ratings, whilst others have a very small number of officers and ratings. This affects the breadth of responsibilities and seniority of those on board. Furthermore, there are fewer statutory certification requirements for officers working on small vessels and on vessels working in the near coastal area.

Officers (Navigation/Deck)

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Master</i>	Captain	In overall command of the vessel. Full responsibility for the crew, ship handling, the cargo, passengers and the safety of the vessel. The Master manages the ship and all on board administration and normally keeps the ships records. The Master is responsible for dealings with the shore authorities and ports on matters such as health and safety.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Chief Officer</i>	Chief Mate	Understudy to the Master and holds a II/2 Certificate of Competency. Directly responsible for all deck operations including cargo storage and handling, deck maintenance and deck supplies. The Chief Officer is responsible for the deck officers and allocates tasks to the deck officers. Undertakes bridge watches.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>2nd Officer</i>	2 nd Mate	Understudy to the Chief Officer. Specifically responsible for the navigation of the vessel and keeps charts and publications up to date. The 2 nd Officer produces the passage plan for the ship, for approval by the Master.

		Other duties include monitoring the navigation and radio equipment on the bridge, undertaking the watch when at sea and the cargo watch when in port. If there are cadets on board, the 2 nd Officer may also be the designated training officer. The 2 nd Officer (but sometimes one of the other officers) may also be the designated security, safety, environmental or medical officer.
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Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>3rd Officer</i>	3 rd Mate	Responsible for making sure that fire-fighting equipment and Life Saving Appliances are in order and for learning job of the 2 nd Officer. Undertakes bridge watches.

*On some types of vessels such as passenger or large vessels, there may also be 4th and 5th officers.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Cadet</i>	Trainee Officer	On a training programme lasting approximately 3 years. Working to gain sea time. Receives structured training and experience on board. They assist and understudy deck officers.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Radio Officer</i>	IT Officer	Normally only on passenger ships. Duties are undertaken by 2 nd or 3 rd Officer where there isn't a dedicated Radio Officer. Oversees the ship's communications regarding weather, traffic etc. Maintains radio log book and radio accounts. Responsible for maintaining all radio equipment, including emergency communication equipment onboard and in the life boats.

Officers (Engineering)

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Chief Engineer Officer</i>		In charge of the engineering department and responsible to the Master for its efficient operation. Has overall control and decision making powers for the engineering department. Responsible for ensuring that all planned mechanical and electrical maintenance takes place. Co-ordinates operations with shore-side port engineer.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>2nd Engineer Officer</i>		Directly responsible to the Chief Engineer Officer. Responsible for the management of the engine room and the engine room maintenance team. Oversees the training of engineers. Has watch-keeping engineering responsibilities.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>3rd Engineer Officer</i>		Responsible for the maintenance of certain engine room equipment e.g. auxiliary generators. May look after the electrics if there isn't an electrician or ETO on board. Has watch-keeping engineering responsibilities.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Junior Engineer</i>		Supports the 3 rd Engineer. Responsible for the fuelling and also the maintenance of certain engine room equipment e.g. purifiers. Has watch-keeping engineering responsibilities.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Engineer Cadet</i>		On a training programme lasting approximately 3 years (less if on fast track scheme for qualified engineers). Receives structured training and experience on board. They assist and understudy the ship's engineer officers in their duties.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Electro-Technical Officer (ETO)</i>		Specialist officer with particular responsibility for the maintenance of on board electronic and electrical systems including radio communications and electronic navigation aids. Usually acts as a replacement for the Electrician or IT Officer.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Electrician</i>		Responsible for all aspects of the electrical systems on the vessel.

Support Staff/Ratings

There are three different types of Ratings: deck/general purpose, engine-room and catering. All ratings need to have undertaken basic safety training.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Seaman Grade 1</i>	Able-bodied Seafarer A.B. Bosun Deck Chief Petty Officer Senior Rating General Purpose Rating General Purpose Seafarer G.P.	A member of the deck crew. Undertakes watches, and duties include steering the vessel, standing lookout and assisting the Officer on watch. Carries out deck and accommodation patrols. Moors and unmoors the vessel, secures and unsecures cargo, and carries out deck maintenance and cleaning. The most senior and experienced at this level may have responsibilities tantamount to foreman. Duties would additionally include directly supervising maintenance operations and allocating tasks. Some ratings at Seaman Grade 1 level may be qualified to work on the deck or engineering side, and are classed as "General Purpose Ratings".

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Seaman Grade 2</i>	Ordinary Seafarer O.S. Able-bodied Seafarer A.B. General Purpose Rating General Purpose Seafarer G.P.	Member of deck crew; undertakes similar tasks to Seaman Grade 1, whilst gaining experience. Normally has less experience and sea-time than Seaman Grade 1. Some ratings at Seaman Grade 2 level may be qualified to work on the deck or engineering side, and are classed as "General Purpose Ratings".

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Pumpman</i>		Normally a member of the deck department, but sometimes a member of the engineering department. Works on tankers and operates pumps and discharges liquid cargo, mostly petroleum products. Responsible for maintaining and repairing all cargo handling equipment.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Fitter</i>	Engineering Maintenance Fitter	A fitter is semi-skilled and mechanically trained. Responsible for ensuring the continuous running of machinery and equipment, organising routine maintenance procedures and any necessary repairs. Normally the most senior rating on the engineering side.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Motorman</i>	Mechanic	Supports the engineering officers as directed. Maintains the engine room machinery plant.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>General hand</i>	Oiler Wiper	Supports the engineering team as directed. Cleans the machinery plant, checks systems and assists with engineering tasks.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Cook</i>	Ship's Cook Chief Cook	Food planning, preparation and stock taking/provisions ordering. Beyond the basic training all seafarers have to undertake, the only catering requirement is that the cook must hold a Ship's Cook certificate.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Steward</i>		Cleans and maintains cleanliness of accommodation as directed.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Trainee Rating</i>	Junior Ordinary Seafarer	Learns the role of Seaman whilst working towards the Navigational Watch Rating Certificate.

Staff Specific to Tugs

Tugs are specialist vessels used for a variety of activities including salvage operations, supporting the offshore industry, and manoeuvring and berthing vessels within the confines of a harbour. Tugs are usually of small size, under 500 gross tones, but of high manoeuvrability and power. They are often used in severe weather conditions.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Tug Master</i>	Tug Skipper	In command of vessel operations. The Tug Master is responsible for safety and operations onboard. The role normally involves working very closely with operational staff ashore who retain responsibility for vessels husbandry and management. Expertise is centred on the precision handling of the craft, towage in coastal areas and salvage and environmental protection.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Tug Engineer</i>		In charge of the engine-room, power plant and auxiliary machinery onboard a harbour or coastal tug. The Tug Engineer would usually be the sole engineer onboard, although for routine operations there may not be an Engineer on board. The Tug Engineer works closely with shore-based staff who are responsible for the long term planning and management of engineering activities. The power of the vessel is significant in comparison to its size but is usually limited to 6000kW.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Tug Hand</i>	Tug G.P Tug Deckhand	An uncertificated general purpose rating works as part of a tug's small team. This is a wide ranging role with input to all aspects of a tug's operation include working on deck, in the engine room, communications and catering / hotel services.

Hospitality Staff Specific to Passenger Vessels

The hospitality roles listed here are those that are specific to the maritime sector and are not found in other sectors. Other staff on passenger vessels may include restaurant and bar staff, housekeepers, entertainers, photographers, hairdressers etc.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Cruise Director</i>		The Cruise Director is in charge of passenger facing services (but not food and beverages, housekeeping or purser staff) and is responsible for all on-board entertainment and activities. Much of the role is administrative and managerial, requiring good IT, organisational, and marketing skills. Must have excellent communication and public speaking skills, as is normally the "voice of the ship". Usually need a good understanding of how entertainment works and experience of dealing with children. Liaises closely with

		other departments, such as concessions and shore excursions, and needs good understanding of the ship. The cruise director is the most visible crew member to the passengers.
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Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Chief Purser</i>	Hotel Service Officer HR Officer	The Chief Purser is a senior officer responsible for accounting and finances on board. The Chief Purser supervises the Purser staff (such as Crew Purser) and oversees payroll. In addition, they are usually in charge of crew passports and visas, passenger's safety boxes, currency exchange, immigration and customs, and passenger credit accounts. They must have an understanding of international regulations and laws in relation to immigration and customs.

Shore-based Ship Management

Fleet Operations

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Fleet Director</i>	Commercial Director	Overall responsibility for ensuring that vessels comply with relevant regulations, quality assurance, safety and environmental management, and maintenance and repair programmes.

Logistics Co-ordination and Training – Fleet Personnel

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Personnel Manager</i>	Human Resources Manager	Overall responsibility for the sourcing, employing and deploying of marine personnel for ship operations. Establishes succession planning policies to meet future organisational needs for seafarers. Ensures compliance of seafarers with safety and environmental regulations. Also deals with employment law, industrial relations and employee terms and conditions.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Training Manager</i>	Head of Training	Overall responsibility for the design and implementation of training programmes. Responsible for the training of shore-based employees. May also be responsible for providing for the training needs of new and existing seafarers. Ensures that statutory training requirements are met.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Personnel Officer</i>	Human Resources Officer	Supports the Personnel Manager. Responsible for ensuring that documentation and certification compliance is maintained at all times. Other duties include assisting with

		the recruitment of staff and maintaining employee personnel files, vessel files and records to document employee locations.
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Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Training Officer</i>		Supports the Training Manager. Responsible for the administration and implementation of the training function, including monitoring of training compliance levels and arrangements for in-house training courses. Specific responsibilities include the scheduling of training courses, monitoring of training attendance, and liaison with training centres.

General Operations

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Operations Manager</i>	Safety Manager Quality Manager	Oversees the operation of vessel quality assurance and control systems. Also responsible for vessel safety and environmental management systems.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Safety Officer</i>	Quality Officer	Assists in the operation of vessel quality assurance and control systems. May also have specific responsibilities in relation to environmental testing.

Marine Operations

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Marine Superintendent</i>		Oversees the provision of marine support. Provides marine expertise and solutions to ensure there are effective and efficient commercial shipping operations that meet health and safety expectations. Normally a qualified Master or Chief Engineer Officer.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Marine Technical Assistant</i>		Responsible for providing marine support. Normally has seagoing experience and qualifications.

Engineering Operations

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Engineering Superintendent</i>	Technical Superintendent	Leads the company's technical team. Oversees the maintenance of vessels, and the organisation and planning of vessel dockings. Normally a qualified and experienced Chief Engineer Officer.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Assistant Engineering</i>	Assistant Technical	Supervises the maintenance and docking of

<i>Superintendent</i>	Manager	vessels.
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Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Engineering Technical Assistant</i>		Undertake routine and regular engineering maintenance work on machinery to ensure that it is in good working order.

Ports and Harbours

Ports are places where vessels carrying cargo and passengers to and from the UK load and unload. There are approximately 200 commercial ports in the UK, some employing under ten people and some over two thousand. Ports are a vital link in the transportation chain providing facilities to vessels from other UK ports and ports worldwide. They vary in purpose and size between:

- major and minor commercial ports;
- small-scale fishing ports;
- passenger/ferry ports;
- inland waterways ports/terminals;
- harbours and marinas.

Occupations and roles within ports will therefore vary depending upon the type of facilities they provide and their size. In a large port, job roles will tend to fall within one of four categories – cargo operations, marine operations, passenger operations or engineering operations. However, in a small port or harbour the responsibilities that individuals have may stretch across two or more of these categories.

Other job roles are also required within a port, and these may include administrative and clerical staff, secretaries, accountants, and many others. These roles are not shown on this occupational map as they are generic occupations. Anyone considering a career within the port industry should be aware that occupations requiring the operation of cranes and heavy goods vehicles may have a minimum entry age of 18 or older.

Port Operations

Port operations include passenger, cargo, and marine operations. Occupational roles could be across the full range of cargo, passenger and marine functions or they could be focused in one area, such as Marine Pilotage.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Managing Director</i>	Chief Executive Port Director Port Manager General Manager	Oversees all the business aspects of one or several ports. This can include monitoring profit and loss and ensuring that an efficient service is provided for all port clients.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Port Operations Director</i>	Operations Director Port Operations Manager Port Manager	Oversees the operational activity at one or several ports. Would normally have overall responsibility for the efficient use of port facilities and resources with specific responsibilities for health and safety and security.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Security Manager</i>		Some ports may have a dedicated Security Manager where as others may have someone with designated responsibilities for security, such as the Port Operations Director or Port Operations Manager. The Security Manager is responsible for advising on all aspects of security.

		Sometimes this role is contracted out to a dedicated safety security firm.
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Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Ports Facility Security Manager</i>	PFSM ISPS manager	Co-ordinates security under the ISPS legislation, across the whole port. The PFSM's responsibilities include the security of vessels and their interface with the port during mooring and unmooring.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Safety Manager</i>	Head of Health and Safety Health and Safety Manager Safety Officer Safety Advisor Safety, Health and Environmental Manager	Some ports may have a dedicated Safety Manager but others may have someone with designated responsibilities for safety, such as the Port Operations Director/Manager. The Safety Manager is responsible for advising on all aspects of health and safety at work. Specific duties could include advice and follow up actions regarding: investigating accidents, keeping up to date with safety legislation/ codes of practice, carrying out safety audits and inspections, and delivering safety training to staff.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Harbour Master</i>	Chief Harbour Master Haven Master Marine Operations Manager	The role of a Harbour Master varies depending on the different types of organisations operating within the port area. In a very small port the Harbour Master may be the only person working in the port and would therefore have a very wide-ranging role. The Harbour Master normally manages the waterways within the port, and is responsible for ensuring that the harbour is safe for shipping. In a larger port this would include managing vessel movements, the environment, hydrographic survey vessels, and leisure activity. Specific duties could include overseeing management of the port control centre, provision of a pilotage service, monitoring and preventing water pollution, regulating and licensing commercial craft etc.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Deputy Harbour Master</i>	Assistant Harbour Master Assistant Marine Operations Manager Barge Manager Berthing Master Dock Master Harbour Superintendent Haven Master Deputy Marine Manager Piermaster Pilotage Manager	Some ports may have a Deputy Harbour Master as a full-time job role. Other ports may have a nominated Deputy who has another, related full-time job, such as Harbour Superintendent. The Deputy Harbour Master must be a qualified Harbour Master so that they can undertake the role if the Harbour Master is unavailable.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Hydrographic Surveyor</i>	Senior Hydrographic Surveyor Base Surveyor	Hydrographic Surveyors measure and map the underwater surfaces and study the construction of the seabed. This information is used in navigation, dredging, or planning dock installations. They work in a wide range of differing situations and applications: from inland waters and rivers, to ports and the deep oceans. The Surveyor may be involved in activities related to offshore engineering and construction, ports, harbours and coastal engineering operations. Hydrographic Surveyors would normally need small boat skills/qualifications.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Port Operations Manager</i>	Cargo Operations Manager Passenger Operations Manager Terminal Operations Manager Wharf Manager Stevedoring Superintendent Operations Superintendent Assistant Operations Director Operations Superintendent Duty Operations Manager Operations Manager	Management of day-to-day activity within the port or terminal. Normally responsible for either stevedoring and /or passenger operations. They facilitate the transfer of passengers and cargo between the ship and shore. Specific responsibilities could include managing vessel loading and discharge operations, managing safety and security, liaising with customers and other port users, managing customer service, catering and other facilities at the port or terminal.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Marine Pilot</i>		The Marine Pilot assists the ship's Master to enter and exit the port safely. Marine pilots normally board moving vessels from small high powered launches. Before boarding a vessel, the Marine Pilot plans the passage of the vessel taking into account tides, weather, length, draft, tonnage and handling characteristics of the vessel and if there is a need for tugs. Once aboard, the Pilot is responsible for navigating the vessel safely in and out of the harbour and works closely with the Master and other crew to achieve this.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Vessel Traffic Services Officer</i>	VTS Officer VTS Operative Port Control Room Officer Port Control Officer Marine Officer Marine Operator	The VTS Officer works in a harbour authority port control centre. They co-ordinate the movement of all vessels in the harbour area. The tasks vary according to the size of the port and the number of vessels movements. Specific responsibilities could include operating equipment such as marine radar and radio telephone, and using paper and electronic nautical charts to record a vessels current position, plot courses and forecast traffic flows. The VTS Officer has to

		communicate effectively with various people including the ship's Master, Maritime Coastguard Agency and weather forecasters. They also have to handle emergency situations.
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Job Role		Any Alternative Job Title(s)	Brief Role Description
Port Operations Supervisor	<i>Cargo Operations Supervisor</i>	Stevedoring Supervisor Quay Foreman Operations Foreman Operations Supervisor Crane Foreman Superintendent Terminal supervisor	The Port Operations Supervisor oversees the work of the Port Operatives, and assists the Port Operations Manager. Normally responsible for either cargo, marine or passenger operations. The Supervisor ensures that the team(s) undertake their work safely and to the requirements of the port and its customers. Specific duties could include supervising vessel loading and discharge, supervising the operation of harbour craft, supervising catering, customer services and recreational services, and liaising with customers and other port users.
	<i>Marine Operations Supervisor</i>	Berthing Supervisor Dredging Officer Bosun Mate Launch Manager Berthing Master	
	<i>Passenger Operations Supervisor</i>	Cruise Supervisor	

Job Role		Any Alternative Job Title(s)	Brief Role Description
Port Operations team leader	<i>Cargo Operations Team Leader</i>	Crane Co-ordinator Chargehand	The Team Leader normally works in larger ports and assists the Supervisor in co-ordinating the work of the Port Operatives. The Team Leader may be responsible for a small team, such as a team of passenger operatives, marine operatives or passenger operatives. Sometimes they may have specific responsibilities in a large team, such as security.
	<i>Marine Operations Team Leader</i>	Coxswain Leading Deckhand	
	<i>Passenger Operations Team Leader</i>	Operations Co-ordinator	

Job Role	Any Alternative Job Title(s)	Brief Role Description	
<i>Port Operative</i>	<i>Cargo Operative (Stevedore)</i>	Driver/Car Driver Cargo Handler Checker Clamp Operator Crane driver Lasher Forklift Truck Driver Hatchman Plant Operator Rigger Tugmaster Driver Link Span Operator Weighbridge Operator Tally Clerk	The Cargo Operative (or Stevedore) loads and unloads cargo from ships. In some ports the Stevedore has a wide range of responsibilities including the physical loading, securing and unloading of cargo, driving vehicles to transport cargo within the port, and operating highly technical loading and unloading equipment. In other ports, job roles may be very focused. For example, some Stevedores work solely as Crane Drivers and their job title reflects this.
	<i>Marine Operative</i>	Able Seaman Boatman Berthing Operator Shipmoorer Dredger Hand Lock controller Deck hand	The Marine Operative works on harbour craft used within the port, such as workboats and pilot launches. Responsibilities could include the operation and navigation of harbour craft, the berthing of vessels, fuelling craft, and transporting people to and from larger vessels.
	<i>Passenger Operative</i>	Customer Services Assistant Passenger Assistant Baggage Handler Traffic Controller	The Passenger Operative may have a specific role such as directing vehicles at a ferry port (Traffic Controller), or a wider role covering customer service and dealing with incidents in the passenger terminal.
	<i>General Operative</i>		The General Operative normally exists in smaller ports and would combine activities undertaken by a cargo operative, marine operative or passenger operative.

Engineering Operations

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Director of Engineering</i>	Head of Support Services General Manager Chief Engineer Port engineer Head of engineering	Oversees the operation of the engineering functions of one or several ports. They are responsible for all aspects of engineering and technical support for the port, including mechanical, electrical, electronic and civil engineering (although the latter may be a separate responsibility in some cases). Main duties are to: -agree asset design and specification meet s business requirements -ensure cost effective procurement of engineering assets or spares -create engineering Health and Safety strategies

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Port Engineer</i>	Engineering Manager Engineering Resources	Day-to-day management of the engineering function at the port.

	Manager Marine Engineering Manager Terminal Engineer	
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Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Civil Engineer</i>	Construction Engineer Development Engineer Civil Foreman	Maintains the port infra structure including roads, building and piles.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Engineering Manager</i>	Engineering Superintendent Plant Engineer Manager	Normally responsible for the control and co-ordination of specified engineering activities, such as the engineering activities within a Container Terminal or port workshop.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Engineering Supervisor</i>	Engineering Foreman Electrical Foreman Maintenance Foreman Mechanical Foreman	Supervises a team of technicians. This team could be cross-disciplinary or specialist e.g. a team of fitters or electricians.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Technician</i>	Electrician Engineering Technician Fitter Mechanical Fitter Maintenance Fitter General Engineering Assistant Third Engineer Marine Maintainer Machinist Welder Fabricator Electronics Technician Tyre Fitter Trailer Fitter	Many ports require a large amount of both mechanical and electrical equipment to transfer passengers and cargo. Electrical equipment could include container cranes, ships ramps and passenger walkways. Mechanical equipment can include heavy goods vehicles, fork lift trucks, mobile cranes and harbour craft. Some ports will use contractors to do this work, but others will employ their own maintenance staff, often both mechanical and electrical. The activities undertaken would include physical tasks such as lifting, mechanical maintenance and repair, and electrical maintenance and repair.

Job Role	Any Alternative Job Title(s)	Brief Role Description
<i>Maintenance Assistant</i>	Workshop Labourer	Undertake routine and regular maintenance work on machinery and provide assistance to engineering technicians.

Appendix C

Qualifications Map

Commercial Sea Fishing

Key	<i>Mandatory requirements</i>
	Common training available

Job title	Alternative title	Qualification Details
All new entrants require the MCA Basic Safety Training course, covering sea survival, first aid, fire fighting and health and safety for fishermen.		
At Sea		
Skipper Inshore		Level 3 S/NVQ Marine Vessel Operation (Pathway E Skipper: Fishing) (EDEXCEL) Leads to Seafish Inshore Skipper's Certificate
Limited Area		Deck Officer (Fishing Vessel) Class 2 (incl. Medical First Aid, Radio Operation - Long Range Certificate, Electronic Navigation Systems, Advanced firefighting courses) Level 4 S/NVQ Marine Vessel Operation (Pathway C Skipper: Fishing) (EDEXCEL)
Unlimited Area		Deck Officer (Fishing Vessel) Class 1 certificate (incl. Proficiency in Medical Care, Radio Operation General Operator's certificate Electronic Navigation Systems, Navigation Control, Advanced firefighting certificate) Level 4 S/NVQ Marine Vessel Operation (Pathway C Skipper:Fishing) (EDEXCEL)
Mate		Deck Officer (Fishing Vessel) Class 2 certificate (incl. Medical First Aid'; Radio Operation - Long Range Certificate and Advanced Fire Fighting Certificate) Level 3 S/NVQ Marine Vessel Operation (Pathway D Mate: Fishing) (EDEXCEL)
Competent Deckhand	Deckie	Level 2 S/NVQ Marine Vessel Support (Pathway D) (EDEXCEL) Foundation Modern Apprenticeship Sea Fishing (National Traineeship – Wales)
Engineer		If engine power \geq 750kw: Chief Engineer to hold the Engineer Officer Certificate of Competency (Fishing Vessel) Class 1 Second Engineer to hold the Engineer Officer Certificate of Competency (Fishing Vessel) Class 2 Advanced Fire Fighting Certificate Medical First Aid Certificate
	Chief Engineer	Level 4 S/NVQ Marine Engineering Operations (Pathway D Chief Engineer: Fishing) (EDEXCEL)
	Second Engineer	Advanced Modern Apprenticeship in Fishing Vessel Engineering Level 3 S/NVQ Marine Engineering Operations (Pathway D Engineer: Fishing) (EDEXCEL)
Deckie Learner	Apprentice Trainee fisherman	As a trainee, the Deckie Learner will have to complete the MCA Basic Safety Training Course.
On shore		
Superintendent Engineer		The shore-based Superintendent Engineer will usually have experience as a Chief Engineer on a fishing vessel.

Marine Leisure

Key	Mandatory requirements
	Common training available

Job title	Alternative title	Qualification Details
Naval Architect	Yacht Designer	Normally graduate entry in a relevant degree (accredited by The Royal Institution of Naval Architects- RINA) such as Yacht Manufacturing and Surveying, Marine Engineering, Ship Science or Mechanical Engineering. A professional naval architect is required to be a member of RINA and registered with the Engineering Council UK (ECUK) as a Chartered Engineer (CEng) or Incorporated Engineer (IEng). Entry without a degree is possible.
Yacht designer	Boat Designer	Normally graduate entry. May be qualified as a Naval Architect but no requirement to be a member of RINA or similar institution. No mandatory requirements.
Draughtsman/ Draughtswoman	CAD Technician	A number of qualifications cover CAD, including: Level 3 Certificate in Computer Aided Design (City and Guilds) Level 3 Advanced Diploma in Engineering and Technology (EAL)
Boat Builder	Yacht Builder Yacht Repairer	<i>If working in a boat yard or similar environment, will usually have a relevant Health and Safety qualification</i> Level 3 Certificate in Boat Building, Maintenance and Support (City & Guilds)* Level 3 S/NVQ Boat Building and Maintenance (EAL) Foundation/Advanced Modern Apprenticeship in Boat Building
Boat Fitter	Marina Craftsperson	<i>If working in a boat yard or similar environment, will usually have a relevant Health and Safety qualification</i> Level 2 Certificate in Boat Building, Maintenance and Support (City & Guilds)* Level 2 S/NVQ Boat Production and Support Services (EAL) Foundation/Advanced Modern Apprenticeship in Boat Building
Engineer Electrics/ Electronics Engineer Marine Engineer		<i>If working in a boat yard or similar environment, will usually have a relevant Health and Safety qualification</i> Level 2 S/NVQ Marine Engineering (EAL) Level 3 S/NVQ Marine Engineering Operations (EDEXCEL) Level 3 S/NVQ Marine Engineering (EAL) Foundation/Advanced Modern Apprenticeship in Boat Building Level 5 BTEC HND Marine Engineering (EDEXCEL) Certificate in Boatbuilding: engineering pathway (City and Guilds)
Yacht Broker	Yacht Agent Designer	Shipping qualifications are not required. May hold a broad marine course which includes marine surveying. May hold a RYA Powerboat qualification (Level 2) and/or a

* Boat Building NVQs expire in 08/06. Their replacement is yet to be accredited.

Job title	Alternative title	Qualification Details
	Distributor	Day Skipper certificate Introduction to Brokerage (ABYA)
Yacht Surveyor	Marine Surveyor Small Craft Surveyor	May come through boatbuilding or repair experience route. Could also be a qualified Naval Architect. Relevant qualifications include degrees in Yacht Manufacturing and Surveying, Engineering, and Marine Engineering.
Watersports Manager		First Aid Qualification At least two instructor qualifications RYA Level 2 Powerboat instructor
Watersports Instructor		The role requires a First Aid certificate and possibly a RYA Safety Boat certificate. In addition, instructors are qualified to at least Level 2 in the relevant activity . Windsurfing instructor (RYA) Powerboat instructor (RYA) Inland waterways instructor (RYA) Dinghy instructor (RYA)
Marina Manager		May hold a Level 2 Powerboat qualification and a Day Skipper certificate May also have undertaken: Certified Marine Manager Certificate (IMI) Degree in Marina Management (IMI)
Dockmaster	Operations Manager	No specific requirements
Marina Operative	Berthing / Mooring / Yard Assistant	Level 2 S/NVQ Boat Production and Support Services (EAL) Marina Operatives Certificate (BMF)
Sea-going positions usually require an STCW 95 if working on a commercial/charter vessel. This is not necessary for a private vessel.		
Captain (On a Superyacht)		<24m: RYA Yachtmaster Offshore or Ocean Certificate of Competence MCA Master of Yachts 200T >24m and up to 200GT: RYA Yachtmaster® Offshore or Ocean Certificate of Competence MCA qualification Master of Yachts 200T MCA Fire Fighting, First Aid and Social Responsibilities; MCA oral exam >24m and less than 3000GT: MCA Master of Yachts Certificate of Competence Commercial Endorsement (if paying customers)
First Officer (On a Superyacht)	Mate	May also have RYA Commercially Endorsed Certificate Level 4 S/NVQ Marine Vessel Operations (EDEXCEL)
Engineer (On a Superyacht)		Either: Approved Engineer Course certificate (MCA) Marine Engineer Operating Licence (Yacht) (MCA) Or:

Job title	Alternative title	Qualification Details
		<p><200 gt and <1,500 kW: STCW III/3</p> <p><500 gt and <3,000 kW: STCW III/2 (Yacht 1)</p> <p><3,000 gt and <3,000 kW: STCW III/2 (Yacht 2)</p> <p><3,000 gt and <9,000 kW: STCW III/2 (Yacht 3)</p> <p>Professional Yacht Engineer Course (UK Sailing Academy)</p>
Chef (On a Superyacht)		<p>Experience as a head/sous chef in a hotel, restaurant or on a yacht</p> <p>Chef qualification, such as:</p> <p>Level 3 Diploma in Professional Cookery (City and Guilds)</p> <p>Level 3 S/NVQ Professional Cookery (City and Guilds)</p>
Chief Steward/ess (On a Superyacht)	Interior Director Interior Manager Hotel Manager	<p>Chief Steward will normally have experience as an Assistant Steward(ess). For top end yachts, may have experience as a butler.</p> <p>There are no specific qualifications, but a background in food and drink, hospitality and catering or customer service is an advantage. May have undertaken the UKSA Marine Hospitality training programme which includes the following qualifications: UKSA Professional Yacht Marine Hospitality Certificate; MCA Personal Safety and Social Responsibility; MCA Basic Fire Prevention and Fire Fighting; MCA Personal Survival Techniques; MCA Elementary First Aid. RYA Powerboat Level 1</p>
Deckhand (On a Superyacht)	Deck Rating	<p>Qualifications not normally needed but may have RYA qualifications. Experience is most important. Role may be combined with Flotilla Engineer. Must have the MCA Yacht Rating Certificate to work on large sailing and motor yachts. Helpful if have undertaken a course in fibreglass restoration.</p>
Flotilla Engineer		<p>RYA Diesel Engine Maintenance</p> <p>Common entry route is with experience as a car mechanic</p>
Flotilla Host/Hostess		<p>Hospitality and catering qualifications may help but no specific requirements.</p>
Skipper	Delivery Skipper	<p>RYA Yachtmaster Offshore Certificate of Competence (commercially endorsed)</p> <p>(Depending on distance, an RYA Coastal Certificate of Competence may suffice)</p>
	Flotilla Skipper	<p>RYA Yachtmaster Offshore Certificate of Competence (commercially endorsed)</p>
	Bareboat Skipper	<p>RYA Yachtmaster Offshore Certificate of Competence (commercially endorsed)</p>
	Charter Skipper	<p>RYA Yachtmaster Offshore Certificate of Competence (commercially endorsed)</p>

Maritime Search and Rescue

Key	Mandatory requirements
	Common training available

Job title	Alternative Title	Qualification Details
<i>A generic Sea Survival course; RYA First Aid at Sea; Fire; and Health and Safety courses are mandatory to all posts.</i>		
Coxswain (ALB)	Coxswain trainee	<i>Must undertake all crew qualifications</i>
		<i>Training to standard of MCA STCW II/2 Yachtmaster Offshore Practical component (short course, RYA/PST)</i>
		<i>Training to standard of RYA Coastal Certificate of Competence</i>
		<i>COMSAR training</i>
		<i>Separate assessment by RNLI Inspector</i>
Helmsman (ILB)		<i>All crew qualifications</i>
		<i>In-house RNLI Helmsman course (including Search and Rescue)</i>
		<i>Training to standard of RYA Advanced Powerboat</i>
Mechanic (ALB)	Engineer	<i>All crew qualifications</i>
		<i>Approved Engine Course AEC (MCA)</i>
		<i>Marine Engine Operator Licence (MEOL) for Lifeboats under 750kW (MCA)</i>
		<i>Engineering (Level 2) RNLI course in Routine Planned Maintenance</i>
		<i>Engineering (Level 3) RNLI course for training specific to type of lifeboat</i>
		<i>Separate assessment by qualified marine engineer</i>
Mechanic (ILB)		<i>RNLI ILB mechanics' course</i>
Navigator		<i>All crew qualifications</i>
		<i>NAVSAR course</i>
		<i>Training to standard of RYA Coastal Certificate of Competence</i>
		<i>Training to standard of MCA STCW II/2 Yachtmaster Theory</i>
		<i>RNLI Search and Rescue training, added to the RYA qualifications</i>
		<i>Separate assessment by RNLI inspector</i>
Crew members (all)		Crew must be trained for all functions (see occupational map). Some units are mandatory before crew can work on a lifeboat. Other units are mandatory but can be completed within 2 years of joining. Units are subject to 'skill fade' and must be refreshed according to a schedule set up by the RNLI.
Crew members (ILB)		<i>Introductory residential course</i>
		<i>Powerboat qualification (Level 2) (RYA)</i>
Ist Aider	Crew member	
Hovercraft Commander		<i>All crew qualifications</i>
		<i>Hovercraft introduction course</i>
		<i>Type-approved certificate, standard to type of boat, for completion of necessary number of hours in command</i>
		<i>Separate assessment by RNLI inspector</i>

Merchant Navy

KEY	Mandatory requirements
	Common training available

Job title	Alternative title	Qualification Details
All new entrants require the MCA Basic Safety Training course, covering personal survival techniques, fire prevention and fire fighting, elementary first aid and personal safety and social responsibilities.		
Master	Captain	STCW II/2 Medical Care Onboard Certificate
Chief Officer	Chief Mate	STCW II/2 Medical Care Onboard Certificate
2 nd Officer	2 nd Mate	STCW II/1 May have Medical Care Onboard Certificate
3 rd Officer	3 rd Mate	STCW II/1
		Level 4 S/NVQ in Marine Vessel Operations (SQA/EDEXCEL)
Cadet	Trainee Officer	Cadets will be training for:
		STCW II/1 Officer of the Watch Certification
		Level 3 S/NVQ in Marine Vessel Operations (SQA/EDEXCEL)
		Level 2 S/NVQ in Marine Vessel Support (SQA/EDEXCEL)
		HND Nautical Science
		BSc/BSc (Hons) Degrees including: Nautical Science, Nautical Studies, Merchant Ship Operations (Incorporating L3 Marine Vessel Operations and L2 Marine Vessel Support)
Merchant Navy Foundation Degree		
Radio Officer	IT Officer	STCW 95 GMDSS General Operators Certificate
		Electronic Navigation Equipment Maintenance Certificate
		May have STCW III/1
		Level 3 Diploma in Communications Systems (City & Guilds)
		Level 5 HND in Marine Engineering (Radio Communication Engineering) (EDEXCEL)
Officers (Engineering)		
Must be holder of the Officer of the Watch Certificate of Competence		
Chief Engineer Officer		STCW III/2
2 nd Engineer Officer		STCW III/2
3 rd Engineer Officer		STCW III/1

Job title	Alternative title	Qualification Details
		Level 4 S/NVQ in Marine Engineering Operations (SQA/EDEXCEL)
Junior Engineer	Junior Officer	STCW III/1 Medical First Aid Certificate
		Level 4 S/NVQ in Marine Engineering Operations (Pathway B) (SQA/EDEXCEL)
Engineer Cadet		Engineer cadets will be training for:
		MCA STCW III/1 Officer of the Watch Certification
		Level 3 S/NVQ in Marine Engineering Operations (Pathway B) (SQA/EDEXCEL)
		HND in Marine Engineering (EDEXCEL)
		Level 2 S/NVQ in Marine Vessel Support (SQA/EDEXCEL)
		BEng/BEng (Hons) Degrees including: Marine Engineering , Mechanical Engineering , Mechanical and Power Plant Systems (Incorporating L3 Marine Engineering Operations and L2 Marine Vessel Support)
		Merchant Navy Foundation Degree
Electro-Technical Officer (ETO)		Relevant electrical engineering qualification
Electrician		Relevant electrical engineering qualification
Support Staff/Ratings		
There are three different types of Ratings: deck/general purpose, engine-room and catering		
All ratings need to have undertaken basic safety training		
Seaman Grade 1	Able-bodied Seafarer A.B. Bosun Deck Chief Petty Officer Senior Rating General Purpose Rating General Purpose Seafarer G.P.	Efficient Deck Hand (leads to Able Seaman Certificate) Certificate of Proficiency in Survival Craft and Rescue Boats or Certificate of Proficiency in Survival Craft
		Navigational Watch Rating Certificate
		The General Purpose Rating must also have the Engineering Watch Rating Certificate Plus extensive sea time (approx 2 years)
		Level 2 S/NVQ in Marine Vessel Support (SQA/EDEXCEL)

Job title	Alternative title	Qualification Details
Seaman Grade 2	Able-bodied Seafarer	May have or will be working towards the <i>Navigational Watch Rating Certificate</i>
	A.B. Ordinary Seafarer	The General Purpose Rating must also work towards the <i>Engineering Watch Rating Certificate</i>
	O.S. General Purpose Rating General Purpose Seafarer G.P.	Level 2 S/NVQ in Marine Vessel Support (SQA/EDEXCEL)
Pumpman		<i>Engine room experience and sea time</i>
		May be required by the company to have an advanced fire fighting certificate.
		May have relevant qualification, for example: Level 3 in Engineering Technology Maintenance (City and Guilds) Level 2 S/NVQ in Marine Vessel Support (SQA/EDEXCEL)
Fitter	Engineering Maintenance Fitter	<i>Engine Room Watch Rating Certificate</i>
		Level 2 S/NVQ in Marine Engineering (EAL)
		Level 2 S/NVQ in Marine Vessel Support (SQA/EDEXCEL)
Motorman	Mechanic	<i>Engine Room Watch Rating Certificate</i>
		Level 2 S/NVQ in Marine Vessel Support (SQA/EDEXCEL)
General hand	Oiler/Wiper	Level 2 S/NVQ in Marine Vessel Support (SQA/EDEXCEL)
Cook	Ship's Cook Chief Cook	<i>Certificate of Competency as Ship's Cook</i>
Steward	Customer Service Assistant	Hospitality/catering experience is an advantage. Qualifications include: Level 1 in Certificate in Hospitality and Catering Skills (ABC)
Trainee Rating	Junior Ordinary Seafarer	Works towards gaining the Navigational Watch Rating Certificate
Staff Specific to Tugs		
Tug Master	Tug Skipper	<i>Minimum qualification STCW III/3 restricted Certificate of Competence for Tug Master (Inshore). STCW short courses including fire fighting, first aid etc. 36 months Tug service.</i>
Tug Engineer		<i>Minimum qualification STCW III/3 restricted Certificate of Competence for Tug Engineer (Inshore). STCW short courses including fire fighting, first aid etc. 36 months Tug service.</i>
Tug Hand	Tug G.P. Tug Deckhand	

Job title	Alternative title	Qualification Details
Hospitality Staff Specific to Passenger Vessels		
Cruise Director		No mandatory qualifications other than safety training in basic sea survival (Certificate of Proficiency in Survival Craft).
		Would normally need a Certificate in Crowd Management and Human Behaviour .
		May have hotel management experience. Relevant qualifications could include qualifications in conflict handling, customer service, marketing, and management
		HAB Level 2 Introductory Certificate in Conflict Handling
Chief Purser	Hotel Service Officer HR Officer	No mandatory qualifications other than safety training in basic sea survival (Certificate of Proficiency in Survival Craft).
		Would normally need a Certificate in Crowd Management and Human Behaviour .
		Accounting qualification (CIMA/ACCA) preferred. Hotel management experience/qualification Other relevant qualifications could include qualifications in conflict handling, customer service, business, and management.
Note: other staff on passenger vessels may include restaurant and bar staff, housekeepers, entertainers, photographers, hairdressers etc.		
Shore-based Ship Management		
Fleet Operations		
Fleet Director	Commercial Director	Usually has seagoing experience as a Master but no formal or statutory requirements.
Logistics Co-ordination and Training – Fleet Personnel		
Personnel Manager	Human Resources Manager	Experience in personnel management. Often also have seafaring experience. Qualifications in this area include:
		Level 4 S/NVQ in Personnel Management (CIPD)
		Level 4 S/NVQ in Personnel management (ILM)
Training Manager	Head of Training	Experience in Learning and Development. Often also have seafaring experience. Qualifications in this area are offered by a number of providers, including CIPD, City and Guilds and EAL.
Personnel Officer	Human Resources Officer	Experience in personnel management. Often also have seafaring experience. Qualifications in this area include:
		Level 3 S/NVQ in Personnel Support (CIPD)

Job title	Alternative title	Qualification Details
		Level 3 S/NVQ in Personnel Support (ILM)
Training Officer		Experience in Learning Development. Often also have seafaring experience. Qualifications in this area are offered by a number of providers, including CIPD, PAA/QSET, EDI, City and Guilds and EAL.
General Operations		
Operations Manager	Safety Manager Quality Manager	
Safety Officer	Quality Officer	
Marine Operations		
Marine Superintendent		Usually has seagoing experience and STCW II/2 certification .
Marine Technical Assistant		Usually has seagoing experience.
Engineering Operations		
Engineering Superintendent	Technical Superintendent	Usually has seagoing experience as a Chief Engineer Officer.
Assistant Engineering Superintendent	Assistant Technical Manager	Usually has seagoing experience and STCW III/2 certification .
Engineering Technical Assistant		Usually has seagoing experience.

Port Operations

KEY	<i>Mandatory requirements</i>
	Common training available
	* Denotes qualification where level is currently being reviewed under the New Qualifications Framework

Job title	Alternative Title	Qualifications Details
<i>Port Operations</i>		
Managing Director	Chief Executive Port Director	

Job title	Alternative Title	Qualifications Details
	Port Manager General Manager	
Port Operations Director	Operations Director Port Operations Manager Port Manager	
Security Manager		
Ports Facility Security Manager	PFSM ISPS manager	Department for Transport (TRANSEC) certification scheme
Safety Manager	Head of Health and Safety Health and Safety Manager Safety Officer Safety Advisor Safety, Health and Environmental Manager	Health and Safety Diploma is usually expected, such as:
		Level 6 Diploma in Occupational Health and Safety (NEBOSH)
		Level 6 Diploma in Occupational Health and Safety (British Safety Council)
		Level 4 S/NVQ in Occupational Health and Safety Practice to NEBOSH / British Safety Council equivalents (City and Guilds)
Harbour Master	Chief Harbourmaster Haven Master Marine Operations Manager	Experience as Ship's Master normally expected (MCA STCW II/2) or Marine Pilot apprenticeship scheme
		Diploma in Port Management (National Sea Training Centre, Lloyd's Maritime Academy, Informa Maritime & Transport)
		Harbour Master Certificate Scheme (Nautical Institute)
		Management Certificate and Diploma Scheme (Nautical Institute)
Deputy Harbour Master	Assistant Harbour Master Assistant Marine Operations Manager Barge Manager Berthing Master Dock Master Harbour Superintendent Haven Master Deputy Marine Manager Piermaster Pilotage Manager	Diploma in Port Management (National Sea Training Centre, Lloyd's Maritime Academy, Informa Maritime & Transport)

Job title		Alternative Title	Qualifications Details
Hydrographic Surveyor		Senior Hydrographic Surveyor Base Surveyor	Graduate entry, usually BSc or MSC in hydrography, marine geography, marine sciences, ocean exploration or geomatics. OR relevant forces training in: Petty Officer Surveyor HM Hydrography HM Advanced Survey Leading Seaman HM(H)
Port Operations Manager		Cargo Operations Manager Passenger Operations Manager Terminal Operations Manager Wharf Manager Stevedoring Superintendent Operations Superintendent Assistant Operations Director Operations Superintendent Duty Operations Manager Operations Manager	Diploma in Port Management (National Sea Training Centre, Lloyd's Maritime Academy, Informa Maritime & Transport)
Marine Pilot			Experience as Ship's Master normally expected (MCA STCW II/2) or Marine Pilot apprenticeship scheme
Vessel Traffic Services Officer		VTS Officer VTS Operative Port Control Room Officer Port Control Officer Marine Officer Marine Operator	VTS Operator Basic Training Scheme (MCA). Must meet IALA V-103 standard.
Port Operations Supervisor	Cargo Operations Supervisor	Stevedoring Supervisor Quay Foreman Operations Foreman Operations Supervisor Crane Foreman Superintendent Terminal supervisor	NVQ available September 2006

Job title		Alternative Title	Qualifications Details
	Marine Operations Supervisor	Berthing Supervisor Dredging Officer Bosun Mate Launch Manager Berthing Master	
	Passenger Operations Supervisor	Cruise Supervisor	
Port Operations Team leader	Cargo Operations Team Leader	Crane Co-ordinator Chargehand	NVQ available September 2006
	Marine Operations Team Leader	Coxswain Leading Deckhand	
	Passenger Operations Team Leader	Operations Co-ordinator	
Port Operative	Cargo Operative (Stevedore)	Driver/Car Driver	Level 2 S/NVQ in Stevedoring (EDEXCEL)
		Cargo Handler	Level 2 S/NVQ in Marine Operations (Port) (EDEXCEL)
		Checker	The above two qualifications expire September 2006. To be replaced by:
		Clamp Operator	Level 2 S/NVQ in Port Operations (EAL)
		Crane driver	<p><i>If carrying out fork lift truck operations, must hold relevant certification meeting the Approved Code of Practice L117 for rider operated lift trucks. For example certification under:</i></p> <ul style="list-style-type: none"> - <i>AITT (Association of Industrial Truck Trainers)</i> - <i>ITSSAR (Independent Training Standards Scheme & Register)</i> - <i>RTITB (Road Transport Industry Training Board Ltd)</i> - <i>CITB-Construction Skills</i> - <i>Lantra</i> - <i>National Plant Operators Registration Scheme</i> <p>These may lead to the following qualifications:</p> <ul style="list-style-type: none"> - Level 2 S/NVQ in Specialised Plant and Machinery Operations, Lifting and Transferring (City and Guilds) - Level 2 Certificate of Competence in Forklift Truck Operations (NPTC)
		Lasher	
		Forklift Truck Driver	
		Hatchman	
		Plant Operator	
		Rigger	
		Tugmaster Driver	
		Link Span Operator	
		Weighbridge Operator	
		Tally Clerk	

Job title		Alternative Title	Qualifications Details
Marine Operative	Able Seaman Boatman Berthing Operator Shipmoorer Dredger Hand Lock controller Deck hand		<i>MCA qualifications appropriate to the type and class of vessel eg Boatmasters Licence or Coastal Skipper; STCW regulations</i> <i>Personal Sea Survival certificate</i> <i>Firefighting</i> <i>VHF Operator's Certificate</i> <i>First Aid Certification</i> <i>Certificate of Medical Fitness</i>
			Level 2 S/NVQ in Marine Operations (Port) (EDEXCEL)
			Expires September 2006. To be replaced by: Level 2 S/NVQ in Port Operations (EAL)
Passenger Operative	Customer Services Assistant Passenger Assistant Baggage Handler Traffic Controller		Level 2 S/NVQ in Port Passenger Operations (EDEXCEL)
			Expires September 2006. To be replaced by: Level 2 S/NVQ in Port Operations (EAL)
General Operative	Port Operative		May undertake any of the qualifications undertaken by cargo, marine or passenger operative
Engineering Operations			
Director of Engineering	Head of Support Services General Manager Chief Engineer Port Engineer Head of Engineering		<i>Higher qualification (such as a degree in Engineering) normally expected</i>
Port Engineer	Engineering Manager Engineering Resources Manager Marine Engineering Manager Terminal Engineer		<i>Higher qualification (such as a degree in Engineering) normally expected</i>
Civil Engineer	Construction Engineer Development Engineer Civil Foreman		<i>Higher qualification (such as a degree in Civil Engineering) normally expected</i>
Engineering Manager	Engineering Superintendent Plant Engineer Manager		Level 4 S/NVQ in Engineering Management (EAL/EMTA)* Level 5 S/NVQ in Engineering Management (EAL / EMTA)*
Engineering Supervisor	Engineering Foreman		Level 3 S/NVQ in Electrical and Electronic Servicing (EAL / City and Guilds)

Job title	Alternative Title	Qualifications Details
	Electrical Foreman Maintenance Foreman Mechanical Foreman	Level 3 S/NVQ in Engineering Maintenance (EAL / ETCAL / City and Guilds)
Technician	Electrician Engineering Technician Fitter Mechanical Fitter Maintenance Fitter General Engineering Assistant Third Engineer Marine Maintainer Machinist Welder Fabricator Electronics Technician Tyre Fitter Trailer Fitter	<p><i>Electricians would be required to hold a Level 3 qualification such as an S/NVQ in Electrical and Electronic Servicing (EAL / City and Guilds)</i></p> <p><i>A fitter would be expected to hold Level 3 (or equivalent time served) such as an S/NVQ in Engineering Maintenance (EAL / ETCAL / City and Guilds) or an S/NVQ in Engineering Technical Support (EAL / ETCAL/ City and Guilds). Occasional recruitment at Level 2.</i></p>
Maintenance Assistant	Workshop Labourer General Assistant	Level 2 in S/NVQ in Performing Engineering Operations (EAL / EMTA / City and Guilds / ETCAL / EDEXCEL)