



Sail Training International

Sail Training International Paid/Volunteer Positions Submission Form

Editorial Policy

1. This listing facility is free of charge but will only be accepted from sail training organisations and vessel operators that are members of their national sail training organisation or the Sail Training International Class A Tall Ships Forum.
2. STI reserves the right not to publish a listing for any reason whatsoever.
3. After completing the form, email to **STI** (office@sailtraininginternational.org) with copy to your **National Sail Training Organisation** for editorial review and approval prior to publishing on site.

Date of Posting	8 th May 2021		
Name of Vessel	Challenge Wales / Adventure Wales		
Organisation Recruiting	Challenge Wales		
Name of Position	Skipper		
Location of Position	Home Port Cardiff (Wales) but various UK and overseas		
Position is	Full Time	X	Seasonal
Remuneration	Paid (delete as appropriate)	£29,000pa , plus work place pension, plus food/onboard accommodation while on voyages, plus an additional 10 days off peak leave above standard leave (generally 3 weeks on / 1 week off) (delete as appropriate)	
Description of Position	<p>Challenge Wales is an award-winning sail training charity, based in South Wales and currently operates two vessels (72-ft <i>Challenge Wales</i> and 60-ft <i>Adventure Wales</i>) carrying out youth development activities and adult fundraising voyages. Sailing activity takes places around the Welsh coast, Ireland, South coast and further afield where sail training events and races are taking place. In the past this has included Europe and the Baltic countries.</p> <p>We are a fun, young, growing organisation bringing adventure experiences to socially diverse young people and fundraising through adult only voyages.</p> <p>From October/November to End February/March, the yachts undergo winter maintenance or if not, will be involved in a new overseas winter programme.</p>		

Work hours will vary depending on the season. Due to the nature of seagoing employment work hours are not defined in number of hours per week but working hours and rest hours are based on the terms of the Maritime Labour Convention 2006. During peak-season (usually March – October) work will be based on a three week on/one week off leave ratio. During off-season, working days are likely to change to Monday – Friday with leave adjusted accordingly. Due to the nature of the role, Challenge Wales offers additional holiday leave and an extra 10 days of leave for sea-staff to be taken during the off-peak season

Purpose of the Role:

To Skipper on both *Challenge Wales* (Challenge 72) and *Adventure Wales* (Ocean 60) and co-ordinate the maintenance, repair and upkeep of the vessels in conjunction with the Marine Operations Manager (a voluntary position).

The post-holder will deliver instruction and motivate young people. The majority of the role is working with young people with a small proportion being adult fundraising trips/corporate experiences. The Skipper is responsible for the overall day to day running of the vessel, its safety, SMS compliance, operational efficiency and delivering a fun and exciting voyage.

Tasks & Responsibilities

You will be involved with:

- Leading the Mate, volunteer crew and voyage crew on each voyage
- Working with young people from diverse backgrounds to achieve RYA qualifications, DofE Gold Residential award, Agored Cymru accreditation and soft skills development.
- Manage all aspects of the assigned vessels operation
- Execute and plan the voyage schedule and input into future voyages
- Conduct onboard training, help volunteer crew progress through their competency logs and conduct personnel assessments
- Able to be professional and commercially & personally sensitive at all times (both on and off the vessel) acting with tact and diplomacy
- Advise on suitability of personnel to serve as volunteers at different levels of competence
- Manage safety, discipline, morale and welfare of volunteers, trainees and clients
- Victualling the vessel within budget and following Challenge Wales' financial and purchasing procedures
- Managing the maintenance and refit, within budget, and ensuring they meet Coding standards
- Brief and supervise any contractors

- Ability to deal with unexpected and planned issues which might be encountered on a sailing vessel at sea, e.g. repairs, maintenance, electrical (AC & DC), plumbing systems/bilge systems, generator, diesel engine, sail repairs
- Championing the brand and raising the profile of the charity
- Bringing your own ideas to the charity and voyage schedule to help Challenge Wales grow, and continue to innovate.

The above list is not intended to be comprehensive but the post-holder will be expected to be flexible in carrying out tasks relate to their role.

Personal Specification

The successful candidate will:

- Have a valid ENG1 medical fitness certificate
- Have a Yachtmaster Offshore qualification
- Have a Commercial Endorsement
- MCA Approved Elementary First Aid Course
- VHF Radio Licence
- Radar Operation Certificate
- Diesel Engine Course
- Have experience of sail training industry, enjoy working outdoors and passion to develop people
- Have had at least 2 years in a Skipper role
- Have experience of sailing vessels of similar size to Challenge Wales vessels
- Good leadership skills, a positive role-model and ability to lead in a positive way
- Be energetic enthusiastic, hands-on and willing to work hard
- Ability to remain calm in stressful situations
- Possess very good communication skills both verbal and written, be compassionate and able to understand the needs of others
- Have a strong awareness of marine environmental issues
- Competent in Excel and Word documents
- Experience of working with disadvantaged young people
- Be a team player
- Food Hygiene Level 2 (not an online course)
- Physically fit

Desirable but advantageous

- Experience of larger outdoor/adventure organisations
- Experience in a similar role

	<ul style="list-style-type: none"> • Medical Care Aboard Ship • Skipper experience on Ocean 60's and Challenge 72's • Instructor experience • Powerboat Level 2 • A Welsh speaker (written/oral) <p>All employees are expected to take responsibility and comply with Challenge Wales' policies and procedures. Challenge Wales operates a strict non-smoking and non-drinking policy.</p>
Person to Contact	Vicky Williams (Trustee)
Organisation's website:	www.challengewales.org
Email	reservations@challengewales.org
Telephone	+44 (0)2920 704657 Due to Coronavirus, office hours are variable so email is the best way to get hold of us
Fax	n/a
Closing Date for applications	<p>ASAP. We are looking to recruit as soon as possible in May/June 2021 however, the post will remain open until we find a suitable candidate.</p> <p>How to Apply: Email your CV and a supporting statement of no more than 2 sides. The supporting statement should include your motivation for applying, why you believe you are a strong candidate including examples of how you meet the responsibilities listed and your notice period (if applicable). Please also supply two references (which will be followed up if you are successful at interview) to: reservations@challengewales.org</p> <p>Initial interview will be Zoom or face-to-face (depending on government guidance and location), at-sea Skipper Assessments will follow which will involve several days onboard our vessels.</p>