



Empowering generations of students of all ages and backgrounds to become environmental stewards and transform their world through on-the-water experiences

Call of the Sea (COTS) Job Announcement-Captain, Full-Time Permanent

Call of the Sea (<https://callofthesea.org>) is a 501(c)(3) educational sailing nonprofit that provides inclusive and equitable access to on-the-water science-based educational programs that foster connection to the watershed and ocean. We aim to increase coastal access and empower people of all ages and backgrounds through experiential and environmental education on the water. We operate two tall ships, the 82' schooner *Seaward* and the 132' brigantine *Matthew Turner*, in one of the world's great cities and most beautiful and challenging sailing locations.

Call of the Sea strives to hire and support motivated staff who share backgrounds and experiences with the diverse communities we serve.

Compensation: As negotiated, based upon experience. The Captain base rate starts at \$6,200.00/month.

Hiring Process: Please submit a cover letter, sailing resume and references at <https://callofthesea.org/work-with-us/>. Applications will be reviewed as they are received.

Qualifications:

- Minimum USCG 100-ton Near Coastal license
- Minimum two years experience as a Captain
- Marine First Aid qualification
- STCW basic training
- Strong knowledge of marine communication, signaling, and navigation systems

Position Description: This is a challenging and exciting professional development opportunity for the successful candidate. *Matthew Turner* (132 ft, 98 GT) is a wooden-hulled brigantine built in 2019. She is one of the only electric hybrid USCG-inspected passenger vessels in the U.S. As such, the captains must be able to quickly learn and understand the nuances and complexities of this propulsion system and be able to manage unique electrical systems. The captains will also be required to receive training on ESS/Battery management for safe operation of the vessel. *Matthew Turner* sails a robust daytime sailing schedule throughout the year, along with short Near Coastal voyages, with plans for long-distance voyaging in the near future. *Seaward* (82 ft, 68 GT) is a steel-hulled staysail schooner built in 1988 with recently upgraded systems throughout. The successful candidate will command the vessels in the challenging conditions of San Francisco Bay running day programs, as well as Near Coastal overnight programming between SF and Monterey. The captains will ensure that COTS's vessels are operated in a safe manner and meet the objectives of the program. A senior captain will be primarily responsible for *Matthew Turner*, however, all captains at COTS will train and operate both vessels according to their ability and experience level.

Primary Responsibilities

- Inspect COTS's vessels and installed equipment to ensure readiness to conduct safe operation of assigned vessels and conformity with appropriate U.S. Coast Guard regulations
- Lead deck crew to ensure the safe handling of the assigned vessel. Ensure appropriate decisions are made and communicated to the Mate and other crew members to perform required tasks during sail changes and docking and undocking procedures
- Steer and safely operate assigned vessels using appropriate navigation equipment such as radar, depth finders, radios, buoys, lights, and lighthouses
- Dock and undock sailing vessels and navigate sailing routes to ensure the safety of the crew and the passengers
- Make decisions on safe sailing routes to support the education program based on weather and ocean conditions to ensure safety of COTS vessels, crew, and passengers
- Operate engineering equipment in a safe and efficient manner
- Report any emergency situations or equipment issues to the COTS Executive Director and COTS Director of Vessel Operations
- Report any concerns regarding crew performance or crew conflicts to COTS Executive Director and COTS Director of Vessel Operations
- Take timely and immediate action to address emergency situations
- Compute positions, set courses, and determine speeds using charts, compasses, and other electronic aids, based on knowledge of local conditions
- Maintain onboard equipment, and keep detailed records as required by the Coast Guard and Call of the Sea practices for the daily activities, personnel reports, ship positions and movements, ports of call, weather conditions, passenger and cargo status, and pollution control efforts
- Coordinate with the Education Manager and program staff in the planning and execution of educational programming, including interacting with students, teachers, and the public
- Address passengers as Master of the vessel, including welcoming them, providing orientation and safety training, and enhancing their passenger experience

COTS prides itself in diversity and its Diversity, Equity, and Inclusion (DEI) culture. The highest standard of personal conduct and accountability is expected. Call of the Sea does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and termination of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, volunteers, subcontractors, vendors, and members of the public.

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