# Job Profile : Fourth Engineer

#### Revision date: Status:

# Job Summary:

The fourth engineer shall report to the second Engineer, who shall assign duties to him or her, both at sea and at port and whose orders he or she shall consider effective and binding. The 4rth engineer shall assist the second engineer carrying out his duties.

Hierarchical		Functional
Department	Marine	Job Family
Sub Department	Engine	
Reports to	Second & Chief Engineer	Reports to
Number of Direct reports		Number of reports

## Key Tasks/Responsibilities:

#### To include but not limited to:

- **1** Checking the inventory and locations of all purifier and compressor spares, pumpspares and tools.
- 2 Understanding and ensuring compliance with relevant company's (safety) guidelines and procedures (especially the NINA safety behavior).
- **3** Checking running hours, general condition of machinery and maintenance schedules of designated machinery.
- 4 Assisting with preventative maintenance in accordance schedules of the PMS.
- **5** Condition and layout of sludge, bilge discharge system including the check of valves & pump operations.
- **6** Checking the daily consumption of oils, lubricants and fuel including the prodauction of bilge and sludge on board.
- 7 Record keeping of machinery running hours, record keeping of sludge and bilge on board.

#### 8 Key Performance Goals

- No loss of life or injury
- No fire
- No flooding
- No MARPOL violation
- No safety violations
- No damage to cargo, vessel or equipment
- No failures of propulsion, power, steering or critical machinery/ equipment
- No NC in own areas of responsibility in ISM/ ISPS/ MLC audits
- No deficiency in own areas of responsibility in PSC inspections
- No deficiency in own areas of responsibility in flag state inspections
- No observation in own areas of responsibility in vetting/ charterer's inspections
- No interpersonal conflicts on board
- No overdue maintenance or testing of critical equipment/ machinery in PMS in own areas of responsibility
- No critical machinery / equipment inoperative in own areas of responsibility
- No critical safeties inoperative or bypassed for any machinery / equipment in own areas of responsibility areas
- No life-saving and firefighting appliances inoperative in engine room
- No characita ha halow minimum and critical characitaguirament in own areas of reconnscibility

#### Education/certificates:

- **1** Holds the appropriate Certificate of Competence in accordance with the requirements of the STCW Code.
- **2** For mandatory safety training: see training matrix
- **3** Vessel type specific training: see training matrix

# Experience:

**1** Basic knowledge of company's equipment and advanced knowledge of operational processes

# Other requirements:

- 1 Knowledge of the applicable Occupational Health and Safety Regulations, classification, flag state requirements, company's policies, procedures and processes.
- 2 Good command of English (written and spoken)

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Core Values:

# Professionalism

We set high standards for our work and we act accordingly.

Cooperation

We contribute actively to joint results, focusing on the organizational goals together.

#### Entrepreneurship

We pursue and seize business opportunities even beyond resources controlled.

**Key Competencies:** 1: insufficient - does not meet the requirements, 2: moderate - does not meet all parts of the requirements

Key Competencies	1	2	3	4	5 Example of Behavioral Anchor
Problem Solving					<ul> <li>Identifies the cause(s) of an issue</li> </ul>
Analyzing problems,					<ul> <li>Finds practical solutions for issues based on previous experience</li> </ul>
identifying solutions and					
taking action to prevent or					
resolve					
Decisiveness					Takes simple decisions
Taking decisions based on					<ul> <li>Indicates clearly what one has decided</li> </ul>
analysis, knowledge,					<ul> <li>Explains the reasons for the decision</li> </ul>
experience and judgment					
and committing oneself to					
the decision					
Accountability					<ul> <li>Holds oneself accountable for completing own work in time</li> </ul>
Taking responsibility and					<ul> <li>Requests support or advice if needed for completing tasks</li> </ul>
ownership for decisions,					
actions and results					
Communication					Actively listens to the input of others
Effectively transferring					<ul> <li>Speaks and writes clearly and concisely</li> </ul>
thoughts and expressing					
ideas to individuals or					
groups written and verbally					
Motivating Others					Expresses enthusiasm about individual contributions
Inspiring enthusiasm in					
others and encouraging					
others to take initiative and					
responsibility in order to					
achieve objectives					
Taking Initiative					Proactively offers people support
Taking action, rather than					<ul> <li>Spots room for improvement and brings it to other people's</li> </ul>
waiting passively to see what					attention
happens.					<ul> <li>Takes action when needed even when it has not been asked</li> </ul>