## Job Profile : Able Seaman

Revision date: Status: Final

#### Job Summary:

The Able Seaman is responsible for the execution of activities and maintenance on deck.

Hierarchical

Department Marine
Sub Department Deck
Reports to : Chief Mate, Bosun, Deck supervisor
Number of Direct reports : 
Number of Direct reports : -

#### **Key Tasks/Responsibilities:**

#### To include but not limited to:

- 1 Ensuring own safe work environment and that of colleagues on deck. Understanding and ensuring compliance with relevant company's (safety) guidelines
- **2** Ensuring the tidiness on deck.
- **3** Assisting with (un)loading of cargo and (crew) transfers.
- 4 Performing maintenance activities on deck.
- 5 Operating deck machinery, such as the windlass or winches while mooring or unmooring.
- **6** Assisting with life saving procedures: operating life rafts and workboat.
- 7 Assisting the Bosun with ground tackle, deck winch, handling lines(mooring-unmooring) and crane operation.
- 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

## Required knowledge/experience

## **Education/certificates:**

- 1 Primary Vocational Education level
- 2 Training according STCW regulations
- **3** For mandatory safety training: see training matrix
- 4

## **Experience:**

- 1 -
- 2 -3 -

# Other requirements:

- 1 Basic command of English (written and spoken)
- 2 Knowledge of the applicable Occupational Health and Safety Regulations
- 3 -
- 4 -

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Core
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## 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.

Dealing adequately with change and adopting new ways of working to achieve objectives  Accountability Taking responsibility and ownership for decisions, actions and results  Planning & Organizing Planning and managing activities and resources efficiently and effectively to achieve goals  Communication Effectively transferring thoughts and expressing ideas to individuals or groups written and verbally  Motivating Others Taking action, rather than waiting passively to see what happens.  **Shows a positive attitude to change  **Is able to settle into new situations or tasks  **Shows a positive attitude to change  **Is able to settle into new situations or tasks  **Shows a positive attitude to change  **Is able to settle into new situations or tasks  **Shows commitment for getting work done  **Understands the consequences when not performing tasks adequately  **Works in a structured and orderly way  **Discusses priorities with supervisor  **Gives precedence to appointed priorities  **Gives precedence to appointed priorities  **Speaks and writes clearly and concisely  **Actively listens to the input of others  **Speaks and writes clearly and concisely  **Motivating Others  **Speaks and writes clearly and concisely  **Expresses enthusiasm about individual contributions  **Spoits room for improvement and brings it to other people's attention  **Spoits room for improvement and brings it to other people's attention  **Takes action when needed even when it has not been asked the property of the people's attention  **Takes action when needed even when it has not been asked the property of the people's attention  **Takes action when needed even when it has not been asked the property of the people's attention of the people's attention of the people's attention of the people of the people of the people of th	Key Competencies	1	2	3	4	5	nding - exceeds the requirements far above expectations  Example of Behavioral Anchor
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