

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	Functional
Department Marine	Job Family
Sub Department Deck	
Reports to : Chief Mate, Bosun, Deck supervisor	Reports to : -
Number of Direct reports : -	Number of 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 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 3 : solid - meets the requirements , 4: strong - meets the requirements above expectations, 5: outstanding - exceeds the requirements far above expectations							
	Key Competencies	1	2	3	4	5	Example of Behavioral Anchor
	Adaptability						• Shows a positive attitude to change • Is able to settle into new situations or tasks
	Dealing adequately with change and adopting new ways of working to achieve objectives						
	Accountability						• Shows commitment for getting work done • Understands the consequences when not performing tasks adequately
	Taking responsibility and ownership for decisions, actions and results						
	Planning & Organizing						• Works in a structured and orderly way • Discusses priorities with supervisor • Gives precedence to appointed priorities
	Planning and managing activities and resources efficiently and effectively to achieve goals						
	Communication						• Actively listens to the input of others • Speaks and writes clearly and concisely
	Effectively transferring 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 • Spots room for improvement and brings it to other people’s attention • Takes action when needed even when it has not been asked
	Taking action, rather than waiting passively to see what happens.						