



JOB PROFILE

Post Title:	Sea Rescue Service Crew (Trainee Helmsmen)
Directorate:	Safety, Security and Home Affairs
Responsible to:	Deputy Sea Rescue Service Manager.
Responsible for:	None
Grade:	A6

Job Purpose

To improve the lives of all within our community and help the island thrive by protecting and saving lives at sea.

Main Duties and Responsibilities

1. Carry out directions from the Officer in Charge, ensuring that work is carried out within the standard operating procedures.
2. To achieve and maintain a good standard of physical fitness, capability and skills through participation in the appropriate Training Programme.
3. Ensuring that standards are maintained in line with the Sea Rescue Service Values and SHG Code of Management.
4. Under the direction of the Sea Rescue Service Manager/Deputy Managers and Coxswains, assist Sea Rescue team in maintaining sea rescue facilities, Vessels and equipment, ensuring it is in a state of readiness at all times. This includes assisting the team in inspecting and testing of such equipment, within standard operating procedures.
5. Attend training with the Sea Rescue team, building knowledge of seamanship and Search and Rescue techniques.

Special Conditions

- Training in medium risk working conditions i.e. adverse weather conditions, offshore in small vessels, including training at night where there is poor visibility.
- Perform duties requested by the Sea Rescue manager during a Major Incident or Major incident stand-by

This job profile is not an exhaustive list of duties and responsibilities. There may be other ad hoc duties that fall within the remit of the role that the job holder may need to complete. In addition, the job holder will be required to carry out any other reasonable duties as requested which are commensurate with the grading and level of responsibility for the role.



JOB PROFILE

Core Competency Framework

Competency	Level
Professional Development: N/A	I
Planning & Delivery of Work: Manages own work to deliver on time and produces good quality work. Meets the agreed performance standard.	I
Analysis and use of Information: Capable of resolving day-to-day problems with own work or refer to manager when necessary. Attentive to detail and capable of interpreting basic written information	I
Decision Making: Ability to act on own initiative and apply sound logic to simple decision making and problem solving.	I
Working with Others: Receptive to feedback from others and maintains good working relationships with colleagues	I
Communication: Good oral and written communication and ability to record factual information accurately	II
Influencing and Persuading: Team player, receptive to constructive feedback and seeks clarification when necessary. Confident in expressing difference of opinion in a constructive manner.	II
Dealing with Change: Flexible and adaptable to change	I
Continuous Improvement: Willing to learn and develop in job role	I
Managing Resources: N/A	I



PERSON SPECIFICATION

Criteria	Essential / Desirable	Application Form	Selection Process
Qualifications:			
GCSE Maths at Grade D or above or equivalent	D	✓	
GCSE Maths at Grade C or above or Equivalent	D	✓	
First Aid Qualification – First Responder	D	✓	
Knowledge & Experience:			
Experience in operating small vessels	D	✓	✓
Experience in the repair of RHIB vessels	D	✓	✓
Skills and Abilities:			
Basic IT skills	E	✓	
Basic written communication skills	E	✓	
Good verbal communication and interpersonal skills to communicate with all types of people with the ability to relay information accurately and in a clear and concise manner and to provide credible advice and guidance	E		✓
Ability to engage with and form relationships with people of all ages in difficult and sensitive situations	E		✓
Ability to remain calm under extreme physical and mental pressure	D		✓
Ability to work in a small team environment	E		✓
Physically fit and a confident swimmer, with the ability to pass swimming fitness test.	E		✓
Have the ability to repair fiberglass hulls and hypalon	D	✓	✓
Have the ability to assist with carrying out basic/general maintenance on outboard engines	D	✓	✓
Have a basic understanding of 12 and 24 volt electric systems.	D	✓	✓
Other:			
Highly self-motivated	E		✓
Effective team player	E		✓



PERSON SPECIFICATION

Receptive to change	E		✓
Willingness to work flexibly	E		✓
Contribute to a positive working environment ensuring commitment to equality and diversity.	E		✓
Must be of good character	E		✓
Attentive to detail	E		✓
Innovative and creative in decision making and problem solving	D		✓
Understanding of the Sea Rescue Service SOPs (achieve by end of probationary period)	E		✓
Must be vigilant ensuring personal safety and that of others. (achieve by end of probationary period)	E		✓
Must be 16 years of age or over	E		✓

Our Values

FAIRNESS

We act as role models and have fair and consistent standards. We champion equality, inclusion and respect.

INTEGRITY

We communicate openly and we are honest, accountable and ethical.

TEAMWORK

We work together and we support each other.

Trainee Helmsmen's will work towards the following Competencies:

- **Personal Competencies**



PERSON SPECIFICATION

- Understand and explain personal responsibilities with regards to health and safety in line with SHG H&S policy.
 - Understand and demonstrate correct use of PPE including Lifejacket and PLB
 - Be familiar with the layout and equipment of all Sea Rescue Boats.
 - Understand and demonstrate basic firefighting procedures (on and offshore)
 - Trained in basic Fire safety
 - Pass Sea Rescue Service Pre-sea Training and fitness test.
 - Have an understanding of Sea Survival as a crew member including deployment of a life raft.
- **Launch and Recovery**
- Under supervision complete a pre-launch and post-recovery check on all sea rescue vessels
 - Under supervision describe and demonstrate correct procedures for launching and recovering of all vessels as laid out in the SOPs.
- **Boat Handling & Seamanship**
- Undertake the Sea Rescue crew training and passing all 7 modules
 - Understand / demonstrate the principles of coming along side (moving and non-moving platforms).
 - Understand / demonstrate the principles of pacing alongside a moving vessel.
 - Understand / demonstrate the procedure to follow during a MOB (Man Over Board) situation.
 - Understand / demonstrate the principles of Anchoring and Veering down.
 - Understand the principles of towing.
 - Have the ability to tie basic knots and the use of different types of ropes.
 - Understand / demonstrate the correct use of a cleat and stern post.
 - Understand / demonstrate the use of the sea anchor.
 - Have a basic understanding of Navigation - to plot a position on a marine chart by latitude & longitude, range & bearing.
 - Understand Coastal tides
- **Search & Rescue**
- The ability to Helm the vessel under supervision when searching using the following search patterns: creeping line, expanding square search, etc.
 - Understand single waypoint navigation on the GPS and correctly interpret the information.
 - Have the ability to perform look out duties during a search.
 - Have a basic understanding of the Global Maritime Distress Safety System, (GMDSS).
- **Communications**
- Trained in the Sea Rescue service VHF radio operation course.
 - Understand the correct use of a Maritime VHF radio



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- Have a Basics understanding of the Radio Direction finder

- **First Aid**
 - Completion of FREC3 (First Response Emergency Care level 3) course.
 - Understand use of basket stretcher and flotation device.
 - Understand best practise with regards to casualty care.
 - Have the ability to conduct 10 second triage.

- Vessel maintenance**
 - Have the ability to carry out daily maintenance / inspections on Sea Rescue vessel and associated equipment.

- **Standard Operating Procedures (SOPs)**
 - Have read and understand all SOPs and risk assessments.