



JOB PROFILE

Post Title	Sea Rescue Service Auxiliary Crew
Directorate	Police
Responsible to	Deputy Sea Rescue Service Manager
Responsible for	None
Grade	£ 5.37 per hour (Retainer £70 per month)

Job Purpose

To protect and save lives at sea.

Key Tasks

1. Carry out directions from the Officer in Charge when at sea rescue incidents ensuring 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 and that the service is in line with the Police Directorate's Values and Code of Ethics.
4. Must be able to attend Sea Rescue weekly training sessions.
5. Must be able to work some weekends to support flight operations.

Key Responsibilities

1. Respond immediately and safely to all Sea Search and Rescue emergency incidents in an efficient and professional manner.
2. Make safety critical decisions during sea rescue operations and other deployments, ensuring the safety of the public and other agencies.
3. Assist the full time team with inspecting and testing of such equipment, within standard operating procedures.

Special Conditions

- High-risk working conditions i.e. rough seas, working offshore in small vessels, working on and in the ocean when performing rescues.
- Deal with unpleasant situations including recovery of bodies in varying decomposition states



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- Work in adverse weather conditions, including situations at night where there is poor visibility
- Deal with awkward/irate/distraught people with a possibility of being exposed to physical abuse.

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.



PERSON SPECIFICATION

Qualifications, skills, abilities, experience and competencies required for the role

	Essential/ Desirable	Application	Interview	Assessed
Qualifications				
GCSE Maths at Grade C or above or equivalent	E	√		
GCSE English Grade D or above or equivalent	D	√		
Marine related qualifications as coxswain / crew (To be acquired during the first 12 months in post)	D			
First Aid Qualification – First Responder	D	√		
Valid and clean driving licence and have excess to own private vehicle to respond to call outs	E	√		
Skills & Abilities				
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	E		√	√
Ability to work in a small team environment	E		√	√
Experience				
At least two year's operational experience in sea rescue techniques and the proper use of relevant equipment	D			
Have experience working in a Maritime environment	E	√		



PERSON SPECIFICATION

Core Competencies				
<i>As Per Attached</i>				
Job Competencies				
To be competent in the handling and use of all sea rescue and emergency equipment with good knowledge of its approved standards and working procedures.	E		√	
Demonstrate suitability for training and accreditation in Sea Rescue specialism through previous experience or during selection.	E		√	
Understanding of St Helena legislation relative to Sea Rescue Operations	E		√	
Understanding of the St Helena Maritime Emergency plan	E		√	
Basic knowledge of fire fighting techniques at sea	E		√	
Understanding of the Sea Rescue Service SOPs	E		√	
Personal attributes				
Highly self-motivated	E		√	√
Effective team player	E		√	√
Ability to apply objective judgement when making 'on the spot' decisions to deal effectively with operational situations	E		√	√
Response to change	E		√	
Innovative and creative in decision making and problem solving	E		√	√
Physically fit and a confident swimmer	E		√	√
Must be vigilant ensuring personal safety and that of others	E		√	√
Must be of good character	E		√	√



PERSON SPECIFICATION

Attentive to detail	E		v	v
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Competencies

Personal Competencies

- Demonstrate the ability to make hard decisions.
- Correct usage PPE including Life Jacket and PLB.
- Describe the use of EPIRB and SART systems.
- Demonstrate the correct usage of Pyrotechnics.
- Demonstrate basic fire fighting procedures (on and offshore).
- Have an understanding of Sea Survival as a crew member including deployment of a life raft.
- Pass Sea Rescue Service Pre-sea Training and fitness test.

- Launch and Recovery

- Independently complete a pre-launch and post-recovery check on all sea rescue vessels
- Independently describe correct procedures for launching and recovering of all vessels as laid out in the SOPs.
- Demonstrate as a crew member correct procedure for launching and recovering of all vessels as laid out in the SOPs.

- Boat Handling & Seamanship

- The ability to come along side none moving platform and vessels
- The ability of pacing alongside a moving vessel.
- Demonstrate the ability to deal with MOB (Man Over Board) situation.
- Demonstrate correct Anchoring and Veering down procedures.
- Demonstrate as a crew member the ability to set up a tow.
- Correct use of a cleat and stern post.
- Correct use of the sea anchor.
- The ability to create a passage plan
- The ability the perform look out duties during a search.

- Search & Rescue

- Understand simple search planning – use of creeping line, expanding square search, etc.
- Demonstrate ability to use single waypoint navigation on the GPS and correctly interpret the information.
- Demonstrate ability to interpret radar information including SART searching.
- Demonstrate ability to plot a position on a marine chart by latitude & longitude, range & bearing.
- Demonstrate the correct operation of a VHF radio including DSC



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- Demonstrate the correct operation of the Radio direction finder when searching for EPIRB, ELT or VHF Signals.

- First Aid

- Describe and demonstrate best practise of casualty handling and care.
- Demonstrate the ability to perform CPR including AED
- Describe and demonstrate the correct usage of basket stretcher and flotation device.
- Have the ability to triage multiple casualties.

- Have the ability to conduct a handover of a casualty to the Medical service.