

The Nature Conservancy

JOB DESCRIPTION

JOB TITLE:	MECHANIC/BOAT CAPTAIN, PALMYRA ATOLL
JOB FAMILY:	Conservation
JOB NUMBER:	450009 (Maint Mech/Equip Op)
SALARY GRADE:	4
FLSA STATUS:	Non-Exempt

BASIC QUALIFICATIONS:

- High school diploma and 4 years direct experience in applied mechanical maintenance.
- Minimum 360 days documented record of underway boating service on USCG Small Vessel Sea Service Form or similar documentation.
- Current Rescue Diver certification from a qualified organization (NAUI, PADI or equivalent) or trainings, certificates and skills that match or supersede rescue diver training, as determined by the Conservancy's Dive Safety Officer.
- Extensive knowledge of and ability to trouble shoot and conduct minor repairs on SCUBA gear and compressors.
- Extensive current experience operating vessels less than 40ft while safely deploying and retrieving SCUBA divers during drift dives.
- Current experience operating skiffs with outboard motors of 20-150hp.
- Basic First Aid and CPR certification.
- Experience operating VHF radios, Sounders, Compass and GPS Chartplotter.
- Minimum four years of experience performing mechanical and electrical repairs on equipment.
- Minimum four years of experience maintaining diesel inboard/outboard engines and gasoline outboard engines, and conducting preventative maintenance and trouble-shooting mechanical repairs while out on the water.
- Experience performing physical work and ability to lift 50lbs.

ESSENTIAL FUNCTIONS:

The Nature Conservancy is a leading conservation organization working globally to protect ecologically important lands and waters for people and nature. Located 1,000 miles south of Hawai'i, Palmyra Atoll is one of the most spectacular marine wilderness areas on Earth. Palmyra is a 680-acre atoll with 480,000 acres of lagoons, coral reefs, and submerged lands. Palmyra is a US Fish and Wildlife Service (USFWS) Refuge out to 12 miles and a Marine National Monument out to 50 miles. The Nature Conservancy owns Cooper Island, and manages the atoll in partnership with the USFWS and the Palmyra Atoll Research Consortium (PARC).

Palmyra's research station supports scientific research by world-renowned research institutions (see www.palmyra-research.org). Staff are hired for an approximately 3-month assignment to run the research station and camp facilities. Board and lodging are provided while on island.

The Mechanic/Boat Captain is responsible for the maintenance of skiffs with outboard motors, a 25' Dive Boat, and a 24' rescue boat. This position is also responsible for the routine maintenance and repair of all marine equipment (boats, outboards, SCUBA compressor and SCUBA gear), and other gasoline and diesel powered equipment and vehicles at the field station (diesel generators, tractors, and a variety of heavy equipment). This position generally spends 60 - 75% time on maintenance/mechanical duties, as well as other duties to assist with station maintenance and improvements as assigned by the Chief of Marine Operations or Field Station Manager. This position generally spends up to 40% time acting as a boat captain, which includes the safe navigation and

operation of a 25' Dive Boat, while deploying and retrieving divers. The Mechanic/Boat Captain also operates skiffs with 20 hp outboard motors, and trains and observes station users for independent operation of skiffs.

This is a seasonal assignment with the opportunity to return for future assignments based on performance. Assignments require residence on Palmyra Atoll with few to no options of leaving until season is complete.

PREFERRED QUALIFICATIONS:

- High school diploma and 4 years direct experience in applied mechanical maintenance.
- Minimum 360 days documented record of underway service on USCG Small Vessel Sea Service Form or similar documentation. USCG Captains license (25 ton or higher) preferred.
- Current Rescue Diver certification from a qualified organization (NAUI, PADI or equivalent) or trainings, certificates and skills that match or supersede rescue diver training, as determined by the Conservancy's Dive Safety Officer.
- Extensive knowledge of and ability to trouble shoot and conduct minor repairs on SCUBA gear and compressors.
 - Extensive current experience operating vessels less than 40ft while safely deploying and retrieving SCUBA divers during drift dives.
- Current experience operating skiffs with 20-150 hp outboard motors.
- Basic First Aid and CPR certification.
- Experience operating VHF radios, Sounders, Compass and GPS Chartplotter.
- Minimum four years experience performing mechanical and electrical repairs on equipment and troubleshooting mechanical repairs while out on the water.
- Minimum four years experience maintaining diesel inboard/outboard engines and gasoline outboard engines and conducting preventative maintenance.
- Experience repairing and servicing diesel and gasoline driven vehicles and equipment.
- Experience performing physical work and ability to lift 50 lbs.
- Knowledge of American Boat and Yacht Council standards.
- Factory certifications, marine trade education certification or ABYC certification in gasoline & diesel marine engines preferred.
- Ability to operate various types of equipment in a safe and efficient manner (e.g.; lawn mower, chainsaw, tractor, backhoe, bulldozer, dump truck, two-way radio, etc.).
- Ability to complete tasks independently and manage diverse activities under deadlines.
- Ability to perform physical work, sometime under adverse conditions or in inclement weather.
- Ability to operate a motor vehicle and possession of a valid driver's license.
- Ability to maintain, troubleshoot and repair electrical, pump, steering and other boat systems.
- Ability to apply marine safety to guide decision-making and activities.
- Knowledge of current trends and practices in marine safety and marine sciences.
- Sport fishing skills including rigging, filleting and processing fish desirable.

COMPLEXITY/PROBLEM SOLVING:

- Resolves routine field station problems independently as delegated.
- Consults with supervisor to develop plans for resolution of unusual or complex problems.
- Monitors the progress of work groups toward achieving field station management goals.
- Cultivates and develops creative ideas to improve operational strategies.
- Utilizes best management/safety practices with awareness of weather and variable conditions.
- Identifies and disseminates lessons learned, best practices and methods

DISCRETION/LATITUDE/DECISION-MAKING:

- Consults supervisor on unusual or complex issues that require a non-standard approach.
- Makes day-to-day decisions based on analysis, experience and judgment.

RESPONSIBILITY/OVERSIGHT – FINANCIAL AND SUPERVISORY:

- Works primarily with infrequent direct supervision.
- Works within/manages a budget to complete projects.
- Negotiates with vendors.
- Supervises staff, or helps plan and direct field station work groups, including other staff or volunteers.
- Ensures program compliance with internal policies and external requirements.

COMMUNICATIONS/INTERPERSONAL CONTACTS:

- Lives and works productively within a small and confined community in a remote location.
- Works and communicates effectively with a diverse group of people, including scientists, field station staff and others, providing and obtaining needed information to ensure smooth operations.
- Collaborates with a wide range of conservation partners to assist with research needs and support fieldwork.
- Provides training for field station staff and guests on equipment and systems use as appropriate.
- Interacts with field station visitors and scientists, and conveys basic field station information.
- Resolves conflicts with a positive and forthright approach.

WORKING CONDITIONS/PHYSICAL EFFORT:

The Mechanic/Boat Captain will work 6 days per week, in variable weather conditions (hot, humid, wet), at a remote location, on difficult and hazardous terrain, and under physically demanding circumstances. These conditions present frequent possibility of injury, and may require:

- Considerable physical exertion and/or muscular strain; Long hours in isolated settings;
- Exposure to petroleum products, paint and fuels;
- Living with a small community of people 24/7, possibly with no option to leave for 3 months;
- Employees to be on call on 48 hour shifts to allow for 24 hour a day emergency coverage;
- Employees to assist with community chores even on days off.

TO APPLY:

Please complete an online application at www.nature.org/careers and upload a resume and cover letter as one document. Please explain how you meet the basic qualifications listed above. Review of applications will be ongoing, as assignments are seasonal and filled year-round.

The successful candidate must possess, or be able to obtain, a valid Passport with an expiration date later than your term of employment, proof of a physical examination showing good physical health, and a current tetanus vaccination. In addition, TNC requires staff to obtain a membership in an Emergency Evacuation Service. More information on these issues can be obtained during the interview process. It is expected that the successful candidate cover the costs associated with these items.

The Nature Conservancy is an Equal Opportunity Employer.