



First Mate Trainer

Outward Bound Hong Kong (OBHK) strives to transform and better equip the people of Hong Kong with readily transferrable and relevant skills to deal with the daily workings of life. Outward Bound courses are founded upon outdoor 'journey-based' programs that utilise experiential education; where participants are challenged to push their limits and pursue self-discovery. Outward Bound Hong Kong operates a variety of different activities while delivering multi activity journey programs including paddling, open boat sailing, yacht sailing, hiking, climbing and sea kayaking. Spirit of Outward Bound Hong Kong (Spirit) is a Challenge 67, round the world racing yacht, that has served OBHK for over 18 years, delivering inshore and offshore passages and providing a reliable platform for sail training.

Spirit of Outward Bound Hong Kong operates over 170 days a year on such programs, with participants from a wide variety of backgrounds. When not on course, the crew is expected to perform maintenance tasks on-board and engage in the development of training and operational efficiency. Spirit predominantly operates 9 and 18 day Second Chance courses, working with young people aged 14 – 25 years old from existing community projects and providing an invaluable opportunity for young people to access sailing for the first time and engage in personal development. Every activity that takes place on board will be used to facilitate the outcomes of an Outward Bound course.



Job Description

OBHK has over 60 employees and the majority of OBHK instructors complete a 85 day training school, run and managed internally, to equip them with the human, technical and educational skills, knowledge and experience necessary to facilitate and deliver, safe and effective Outward Bound courses in Hong Kong.

Outward Bound Hong Kong is seeking a First Mate Trainer to support an internal First Mate Training Program. The OBHK 10 month First Mate Training Program is managed by the Skipper and runs adjacent to the delivery of Spirit of Outward Bound Hong Kong courses.

Spirit of Outward Bound Hong Kong has 5 'sea staff'; Skipper, First Mate Trainer, First Mate Trainee, 2 x Watch Leaders. During the First Mate Training Program, 4 existing Outward Bound Hong Kong Instructors are provided with internal and external training and assessment, working towards recognition to operate the vessel in Inshore (Cat 2), Offshore (Cat 1) and Ocean (Cat 0) areas of operation as First Mate.

The First Mate Trainer will be expected to work closely with the Skipper to conduct, manage and review the First Mate Training Program. It is essential that the First Mate Trainer is able to fulfil the day to day duties of the First Mate while also training the First Mate Trainees to perform the role independently, in time.



First Mate - Basic Responsibilities

- Maintain a navigational watch
- Take instruction from the Skipper for the day to day running of the vessel
- Manage the set up and operation of the deck
- Take an active role in the safety management onboard
- Manage the domestic duties on board
- Instruct and support participants in operation of all equipment on board
- Instruct and support Watch Leaders in their supervision and operational responsibilities
- Take ultimate responsibility for the safety of the crew and vessel should the Skipper be incapacitated
- Facilitate Outward Bound experiential education and personal development outcomes
- Participate in and support other activities that take place on course
- Perform routine maintenance on safety equipment, machinery, deck equipment, rigging, plumbing and electronics

First Mate Trainer - Training Responsibilities

- Instruct First Mate Trainees through all phases of training
- Demonstrate the highest standards of operation to First Mate Trainees
- Coach and shadow First Mate Trainees in Phase 4/5 of training
- Adapt instruction methods to support individual First Mate Trainees
- Mentor First Mate Trainees and promote their personal and professional development
- Support Skipper in the training of First Mate Trainees
- Provide developmental and supportive feedback to First Mate Trainees throughout

Qualifications and Experience

- RYA/MCA Yacht Master Offshore with Commercial Endorsement
- Current First Aid Certificate
- ENGI Medical
- HK Marine Department – Pleasure Vessel Operators Certificate of Competency Grade 2
- STCW95/10 – Basic Safety Training

- VHF/SRC Certificate
- Minimum RYA Cruising Instructor (sail)
- Familiar with commissioning and sailing a yacht following a significant refit period
- Familiar with maintaining and operating a Category 0 sailing yacht
- Experience sailing as First Mate on sail training vessels over 15m
- Experience sailing as Skipper on sailing vessels
- Experience delivering RYA courses – Cruising Instructor
- Experience working with vulnerable young people at sea

Personal Attributes

- A belief in developing human potential and the mission and values of OBHK
- A willingness to be flexible regarding situations, working hours and conditions
- Open to adapt methods and approach to achieve the best outcomes for OBHK and their clients
- A willingness to train and develop fellow staff
- An eye for detail and safety
- Open and honest communication skills
- Ability to give and receive developmental feedback



**OUTWARD BOUND
HONG KONG™**

Compensation and Benefits

- 10-month service contract
- 8.5 rest day a month
- Service rate HKD \$230,000 in total (i.e. paid monthly @HKD \$23,000)
- Contract-end gratuity: HKD \$40,000
- Reimbursement for flight(s) to/from Hong Kong on completion of the contract period
- Cover any additional COVID-19 related expenses (e.g. COVID-19 test before travel/repatriation, quarantine)
- Shared accommodation
- Food while at work
- Cultural exchange
- Extraordinary scenery in Hong Kong
- Wonderful community

To apply, please email a cover letter, resume, and three references in PDF format to amelialalphs@outwardbound.org.hk and ping@outwardbound.org.hk





First Mate Training Program

Outward Bound Hong Kong operates a 10 months First Mate Training Program, which aims to provide the necessary operational skills and experience to enable 4 First Mate Trainees to qualify as First Mates. This is a challenging and intense program, that relies on continuous instruction while on board and independent learning ashore. Throughout the program First Mate Trainees will be provided with a mixture of RYA syllabus teaching, customise teaching unique to Spirit of Outward Bound Hong Kong operations and externally accredited courses.

This training program will be run simultaneously to the delivery of Spirit of Outward Bound Courses and while not on board First Mate Trainees will work on other Outward Bound Hong Kong courses in rotation.

Phase 1 – Theory Knowledge Building

- Minimum 8 theory sessions
- RYA Coastal / Yachtmaster Theory Course
- Delivered on Thursday evenings 1730 – 2030

Phase 2 – Introduction to Spirit and Yacht Sailing Skills

- 15 days on board
- RYA Watch Leader Syllabus
- VHF Certificate
- Sea Survival Certificate



Phase 3 – Introduction to First Mate Role and sailing with OBHK groups

- 12 days on board
- 7 days ashore
- RYA Day Skipper Syllabus
- RYA Coastal Skipper Syllabus
- Working with challenging behaviour
- RYA Radar Course
- RYA Personal Professional Responsibilities Course

Phase 4 – Development of First Mate Role

- 21 days on board
- 7 days ashore
- RYA Yachtmaster Offshore Syllabus
- Crew and participant management
- Running a deck and navigational watch

Phase 5 – Consolidation of First Mate Role and Assessment

- 7 days on board
- 2 days ashore
- Managing a vessel as First Mate
- Emergency scenario assessment
- Ability to form and manage a sail training course
- First Mate Assessment