



Tall Ship Crew-Members

Note: For the most up to date information, please view this posting at <https://salts.applytojobs.ca/>

Compensation: \$40,000.00 - \$104,000.00

Location: 451 Herald Street, Victoria, British Columbia, Canada, V8W 3N8

About SALTS

The mission of SALTS is "to create a safe and inclusive environment where young people can be themselves and grow personally, spiritually, and relationally through sail training in a supportive Christian-based community." Our core values are faith, integrity, and community. If you are passionate about supporting this mission and values, we want to hear from you! Crew members directly support the mission of SALTS by providing sail and life training to the young people who climb aboard our schooners. As a crew member, you'll experience the close community that forms aboard the SALTS ships, meaningful work with young people, and plenty of opportunities to grow your skills—in both life and sailing!

About SALTS Professional Crew Roles

Crew-employment can be full-time year-round (with paid vacation days) unless seasonal work (additional winter time off without pay) is preferred. Our sailing season runs from March through October. We generally require a commitment to remain in a crew role for the duration of our sailing season, though we are currently seeking both full-time and part-time (relief) Captains. Our trips explore the BC coast, from the Gulf Islands all the way to Haida Gwaii, and trips range from 4-10 days each depending on the time of year. During the off-season, new crew members take training courses to prepare for the upcoming seasons, while existing crew are able to use vacation time and prepare/maintain our schooners.

In the spring and fall our crew-members are typically at sea 4 nights and 5 days per week, and on shore (and off work) 3 nights and 2 days per week. There is also a paid week off at the end of June and a week off at the start of September, plus paid vacation days for use in the winter. In July/August we do 9-night voyages followed by 4-5 nights (3-4 days) off work. Our Captains receive additional time off in keeping with the high level of responsibility they hold.

We welcome applicants year-round and sometimes fill vacancies mid season. Applications for professional crew roles will be reviewed by our hiring committee as they are received, and positions are based out of our office and marina in Victoria. Not an experienced sailor? That's okay—SALTS provides all the training necessary to safely operate our ships and fulfill entry level crew roles! Experienced sailor? We've got officer roles too.

**General Requirements for Professional Crew:**

- The ability to work with young people, to spend time with them and respond to their spiritual needs
- Wholehearted agreement with a Christian statement of faith and ethics, which will be reviewed during the hiring process (see details of our No Discrimination policy below).
- Canadian citizenship or a current work permit for Canada (Exception: candidates with a masters or mates certificate from a foreign country with a reciprocal ticket arrangement with Transport Canada may still be considered even if initially lacking a work permit)
- Other specific requirements which vary by role (SALTS arranges training for new crew-members)

Beneficial, but not required:

- Previous experience with the SALTS program as a trainee or volunteer crew-member (this ensures a familiarity with our program, culture, and values, and demonstrates a high level of interest in all aspects of shipboard life)
- Musical ability - though not all crew-members need to be musical, we need enough musically gifted crew members aboard each ship to lead singing (with instruments) during evening mug-up

Though technical skills and seamanship have a high priority in most crew roles (they are not as critical for our cooks), SALTS is unique in the marine industry in that we do not require new entry-level crew-members to be fully trained before being hired. We typically arrange and pay for most training courses after hiring new crew-members and before the sailing season begins, although applicants with prior training are welcome as well. For a sense of the type of training entry-level crew-members receive if hired, please see this [Course List](#).

Crew Roles:

Entry level crew roles typically start at an annual salary of \$40,000 (unless the person has substantial previous experience) plus group health/dental benefits. Training course costs are also covered by SALTS. Salary can increase based on experience and responsibilities, as crew-members progress to different roles. The current maximum salary for the role of Captain is \$104,000 (total compensation of ~\$123,000 including group/dental benefits and RRSP contributions).

- Bosun: Provide youth mentorship and Christian spiritual care while conducting ship maintenance under the guidance of the Captain and First Mate. This includes basic machinery maintenance as well as brightwork such as sanding, varnishing and painting. Lead a watch group of trainees through shipboard activities including the running of the ship under power and sail. [View detailed position profile.](#)
- Cook: Cook for 30-40 people four times daily (breakfast, lunch, dinner, evening snack) with the help of any available trainees, provide youth mentorship and Christian spiritual care, and assist in sail training and all program activities as time allows. [View detailed position profile.](#)
- Watch Officer: Provide watch leadership, youth mentorship, and Christian spiritual care. Lead a watch group of trainees through shipboard activities including the running of the ship under power and sail. Serve as the ship's primary First Aid officer with assistance of other crewmembers. [View detailed position profile.](#)



- First Mate: Lead a watch group of trainees through shipboard activities including the running of the ship under power and sail. Help to lead and manage the crew and trainees in the running of the program and ship under the direction of the captain. Act as second-in-command to the Captain. [View detailed position profile.](#)
- Master/Captain: Overall responsibility for ship navigation, safety, and delivery of the SALTS program. Holds a valid "Master 150 Gross Tonnage" or higher ticket from Transport Canada (or a foreign country with a [reciprocal ticket arrangement](#)) and has completed our in-house Captain-in-Training program. [View detailed position profile.](#)

To apply for professional crew positions aboard one of our ships, please submit the application form along with your resumé (which can be uploaded as part of the online form). This form is not for shoreside staff positions nor volunteer roles. Aside from confirming that your application was received, we will contact only the candidates whom we wish to follow up with or interview. Applications are received year-round and reviewed as they are received, so apply as early as possible to avoid your preferred roles filling up. **Before you apply, please ensure you have read this entire page, and that you have read about "[Our Mission](#)."**

No Discrimination:

SALTS is committed to maintaining an inclusive and diverse workplace as per its obligations under applicable human rights legislation. SALTS will not tolerate discrimination on the basis of race, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, or any other protected ground. Where a position is integral to the fulfillment of SALTS' primary Christian spiritual purpose, SALTS requires adherence to the Christian religion. SALTS' primary spiritual purpose is stated in our constitution: to create an environment where young people can grow spiritually in a supportive Christian-based community through primary means that include "to advance, teach, and model spiritual growth and beliefs associated with the Christian faith." As such, our volunteer Board members, Executive Director, professional crew-members (who are our program leaders), and some of our staff members are Christians who hold beliefs consistent with the Apostles' Creed. All employees must respect, value, and support the mission of the Society. Advancement of Christian faith is not the only aim of SALTS, and it is pursued in a way that is respectful, welcoming, non-coercive and non-judgmental of program participants from all walks of life and beliefs.