

Watercraft Operations, #79190
Occupational Family: Trades and Operations
Pay Bands: 2 - 5

Concept of Work

This Career Group provides career tracks for **watercraft operators** responsible for the operation, handling, maintenance, and management of watercraft ranging from small boats to research vessels to car ferries, ensuring the safe transportation of their passengers and/or cargo. Employees may be required to possess and maintain certificates and/or licenses from organizations that provide support and regulatory oversight of occupations related to this career group. Employee assignments range from entry level to management level.

Roles Comprising This Group

These roles describe the collective characteristics of the work performed by employees in the **Watercraft Operations** Career Group. Each role represents a different level of work, or career progression.

The roles define the typical career paths for employees who pursue careers such as watercraft **captains, oilers, crewmembers, engineers, operators, support staff, and operations managers**. Each of these career paths requires work-related knowledge, skills, and abilities that may not naturally lead to the other for career progression. Career paths may exist within a single role, extend to other roles in this Career Group, or to roles in other occupationally related Career Groups.

PAY BAND	PRACTITIONER ROLES	ROLE CODE	MANAGEMENT NOTES	ROLE CODE
2	Watercraft Operator I	79191		
3	Watercraft Operator II	79192		
4			Watercraft Operations Manager I	79193
5			Watercraft Operations Manager II	79194

Role Descriptions

These roles are distinguished based upon the Compensable Factors of Complexity, Results, and Accountability and are used for position classification. The Compensable Factors should be used for classification and compensation analysis. Position recruitment and selection standards must be based on the knowledge, skills, and abilities indicated in the Employee Work Profile.

Watercraft Operator I	Code: 79191	Pay Band: 2	SOC: 53-5021*, 53-5022*, and 53-5011*
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The **Watercraft Operator I** role provides career tracks for **support staff, crewmembers, oilers, and operators** responsible for entry to journey level responsibilities in completing basic functions and physical tasks that support watercraft operations. Employees support, maintain, or operate watercraft transporting passengers and cargo.

Watercraft Operator I

COMPLEXITY	<ul style="list-style-type: none"> • Is able to consistently recall and apply the knowledge and skills of watercraft tending, operations, cleaning, maintenance, and emergency response routines. • Is able to monitor surroundings, detect potential hazards, and ensure safety and/or adherence to specifications. • Work often takes place outdoors exposed to the weather. • Demonstrates a working knowledge of - and applies on the job all applicable local, state, and federal laws/regulations. • May be required to possess and maintain local, state, and federal watercraft operation and/or maintenance license(s) or other related documents and may be required to meet specified physical requirements. • May be required to possess and maintain a Transportation Workers Identification Credential (TWIC) from the Transportation Security Administration (TSA). • Will experience frequent contact and communication with other crewmembers and/or passengers; required to actively listen, answer questions, and give general directions.
RESULTS	<ul style="list-style-type: none"> • Those in need of water transportation and/or cargo transport receive timely and safe water transportation. • Customer service and teamwork are improved when questions from other crewmembers and passengers are acknowledged and answered promptly and thoroughly. • Errors could result in injury or death to traveling persons, damage to cargo and/or the watercraft, other watercraft, and associated equipment or structures. • Errors could result in disrepute and/or fines/civil actions to the state and/or the agency.
ACCOUNTABILITY	<ul style="list-style-type: none"> • Responsible for the support, maintenance, and operation of watercraft in a manner that insures the safety and welfare of all crewmembers, passengers, and cargo. • Accountable for complying with laws/regulations and all established standards, procedures, and guidelines for the operation of watercraft and emergency response protocols. • Understands and explicitly follows established chain of command and responds promptly to directives.

Watercraft Operator II	Code: 79192	Pay Band: 3	SOC: 53-5021* and 53-5022*
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The **Watercraft Operator II** role provides career tracks for **support staff, crewmembers,** and **operators** responsible for intermediate/advanced operation and maintenance of watercraft and/or the supervision of other watercraft operations employees. Employees support, maintain, operate, and supervise activities of others on watercraft transporting passengers and cargo.

Watercraft Operator II

COMPLEXITY	<ul style="list-style-type: none"> • Is able to consistently recall and apply the knowledge and skills of watercraft tending, operations, cleaning, maintenance, and emergency response routines. • Is able to monitor surroundings, detect potential hazards, and ensure safety and/or adherence to specifications. • Work often takes place outdoors exposed to the weather. • Understands and stipulates that all applicable local, state, and federal laws/regulations are upheld and followed. • May be required to possess and maintain local, state, and federal watercraft operation and/or maintenance license(s) or other related documents and may be required to meet specified physical requirements. • May be required to implement Emergency Response routines as documented in laws/regulations and/or established practices/principles. • May be required to possess and maintain a Transportation Workers Identification Credential (TWIC) from the Transportation Security Administration (TSA). • Will experience frequent contact and communication with other crewmembers and passengers; required to actively listen, answer questions, and give authoritative direction.
RESULTS	<ul style="list-style-type: none"> • Those in need of water transportation and/or cargo transport receive timely and safe water transportation. • Customer service and teamwork are improved when questions from other crewmembers and passengers are acknowledged and answered promptly and thoroughly. • Errors could result in injury or death to traveling persons, damage to cargo and/or the watercraft, other watercraft, and associated equipment or structures. • Errors could result in disrepute and/or fines/civil actions to the state and/or the agency.

ACCOUNTABILITY	<ul style="list-style-type: none">• Responsible for the support, maintenance, and operation of watercraft in a manner that insures the safety and welfare of all crewmembers, passengers, and cargo.• Accountable for complying with laws, regulations, and established requirements for the operation of watercraft and for implementing responses to emergency situations.• Has limited authority for decision-making and other actions within the direct scope of designated responsibilities.• May be required to supervise, assess, train, or provide guidance to other employees.• Understands and explicitly follows established chain of command and responds promptly to directives.• Independently applies and/or implements all established, standards, procedures, and guidelines.
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Watercraft Operations Manager I	Code: 79193	Pay Band: 4	SOC: 53-5021* and 53-5031*
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The **Watercraft Operations Manager I** role provides career tracks for **support staff, captains, or chief engineers** involved in watercraft operations. Duties include direct responsibility for commanding the watercraft, overseeing general operations, and/or maintenance of watercraft systems. Employees are responsible for managing and/or directing the staff, operation, and/or maintenance of watercraft transporting passengers and cargo.

Watercraft Operations Manager I

COMPLEXITY	<ul style="list-style-type: none"> • Demonstrates advanced judgment and decision-making skills and abilities within responsibility area. • Consistently applies and utilizes specialized knowledge and skills of watercraft operations, safety procedures, along with maintenance and performance standards to assure safe and compliant watercraft operations. • Is able to direct the timely management of potentially hazardous situations and to ensure safety and compliance with appropriate specifications and procedures. • Work often takes place outdoors exposed to the weather. • Understands and assures that all applicable local, state, and federal laws/regulations are upheld and followed. • May be required to possess and maintain local, state, and federal watercraft operation and/or maintenance license(s) or other related documents and may be required to meet specified physical requirements. • May be required to coordinate and manage Emergency Response routines as documented in laws/regulations and/or established practices/principles. • May be required to possess and maintain a Transportation Workers Identification Credential (TWIC) from the Transportation Security Administration (TSA). • Will experience frequent contact and communication with other crewmembers and passengers; required to actively listen, answer questions, and give commanding direction.
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RESULTS	<ul style="list-style-type: none"> • Those in need of water transportation and/or cargo transport receive timely and safe water transportation. • Customer service and teamwork are improved when complex problems are solved in a timely manner with safety as a priority. • Errors could result in injury or death to traveling persons, damage to cargo and/or the watercraft, other watercraft, and associated equipment or structures. • Errors could result in disrepute and/or fines/civil actions to the state and/or the agency.
ACCOUNTABILITY	<ul style="list-style-type: none"> • Directly responsible for the direction and/or maintenance of watercraft to insure the safety and welfare of all crewmembers, passengers, and cargo. • Accountable for complying with laws, regulations, and established requirements for the operation of watercraft and for managing responses to emergency situations. • Maintains a collaborative and productive working relationship with organizations responsible for watercraft laws/regulations and/or establishing practices/policies. • Manages overall functioning related to watercraft operation and/or maintenance within particular area of responsibility. • Understands and uses the chain of command to respond promptly to operational needs and priorities. • Manages supervisors and/or employees and is highly capable of assessing, training, developing, and providing performance guidance to supervisors. • Directs and mandates the implementation of all established, standards, procedures, and guidelines.

Watercraft Operations Manager II	Code: 79194	Pay Band: 5	SOC: 11-3071*
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The **Watercraft Operations Manager II** role provides career tracks for **watercraft program managers** and/or **directors** involved in managing watercraft operations and programs. Duties include managing subordinate managers as well as support staff. Employees are responsible for a full range of managerial duties such as planning, budgeting, staffing, and evaluating, continuous improvement, customer service delivery, public relations, and communications.

Watercraft Manager II

COMPLEXITY	<ul style="list-style-type: none"> • Is able to direct watercraft programs/functions, staff, and administrative activities across broad programs. • Consistently applies and utilizes specialized knowledge and skills of watercraft program management; safety and human factors programs; maintenance and performance methodologies to assure customer focused, cost effective, safe, and compliant watercraft program management. • Applies principles of program management and implements and evaluates needed policies and procedures. • Communicates confidently and collaboratively with the public, media, other state agencies, private entities, staff, and government /legislative officials, to provide information and confer on watercraft programs management topics. • May be required to possess and maintain local, state, and federal watercraft operation and/or maintenance license(s) or other related documents and may be required to meet specified physical requirements. • May be required to direct Emergency Response routines as documented in laws/regulations and/or established practices/principles. • May be required to possess and maintain a Transportation Workers Identification Credential (TWIC) from the Transportation Security Administration (TSA).
RESULTS	<ul style="list-style-type: none"> • Those in need of water transportation and/or cargo transport receive timely and safe water transportation. • Programs and operations are efficient, cost effective, and comply with all applicable regulatory provisions. • Errors could result in injury or death to traveling persons, damage to cargo and/or the watercraft, other watercraft, and associated equipment or structures. • Errors could result in disrepute and/or fines/civil actions to the state and/or the agency.

ACCOUNTABILITY	<ul style="list-style-type: none">• Substantial independent authority to develop the organizational effectiveness of programs and activities related to watercraft operations, customer service levels, safety, compliance, and effective public relations.• Accountable for complying with laws, regulations, and established requirements for the operation of watercraft and for directing responses to emergency situations.• Accountable for the effective management of watercraft programs, talent management, leadership development, and optimizing overall program effectiveness.• Develops, nurtures, and maintains a collaborative and productive working relationship with organizations and governing bodies responsible for watercraft laws/regulations and/or establishing best practices/policies.• Develops, nurtures, and maintains a collaborative and productive working relationship with other agency and secretariat leadership to achieve program performance goals and meet or exceed customer service levels.
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***Statistical Reporting**

This Career Group includes, but is not limited to, those in the following Standard Occupational Classifications:

Standard Occupational Title (2010)	Standard Occupational Code (2010)	Description
Sailors and Marine Oilers	53-5011	Stand watch to look for obstructions in path of vessel, measure water depth, turn wheel on bridge, or use emergency equipment as directed by captain, mate, or pilot. Break out, rig, overhaul, and store cargo-handling gear, stationary rigging, and running gear. Perform a variety of maintenance tasks to preserve the painted surface of the ship and to maintain line and ship equipment.
Captains, Mates, and Pilots of Water Vessels	53-5021	Command or supervise operations of ships and water vessels, such as tugboats and ferryboats.
Motorboat Operators	53-5022	Operate small motor-driven boats. May assist in navigational activities.
Ship Engineers	53-5031	Supervise and coordinate activities of crew engaged in operating and maintaining engines, boilers, deck machinery, and electrical, sanitary, and refrigeration equipment aboard ship.
Transportation, Storage, and Distribution Managers	11-3071	Plan, direct, or coordinate transportation, storage, or distribution activities in accordance with organizational policies and applicable government laws or regulations.

New Effective Date: 08/17/2015

History

Previous class titles (listed by new role title).

Watercraft Operator I

CLASS CODE	CLASS TITLE	GRADE
56061	River Ferry Crewmember	4
56066	River Ferry Crewmember Specialist	5
56075	Transportation Ferry Operator	5

Watercraft Operator II

CLASS CODE	CLASS TITLE	GRADE
56065	River Ferry Crewmember Specialist Senior	7
56031	Research Vessel Mate	8
56067	River Ferry Shift Supervisor	8

Watercraft Operations Manager I

CLASS CODE	CLASS TITLE	GRADE
56064	River Ferry Chief Engineer	10
56032	Research Vessel Captain	11
56062	River Ferry Captain	11

Watercraft Operations Manager II

CLASS CODE	CLASS TITLE	GRADE
56033	Research Vessel Captain Supervisor	12
56034	Research Vessel Superintendent	13
56063	River Ferry Operations Manager	12