

Kodiak Raspberry Island Remote Lodge

Job Description



Employment with Kodiak Raspberry Island Remote Lodge

As with any position at Kodiak Raspberry Island Remote Lodge, this position represents an integral member of a tightly woven team living on a remote island far from the conveniences of normal, modern civilization, whose primary goal is to present our international visitors with a safe, comfortable, and enriching experience in Alaska's Wild. We seek personable, responsible, and respectable men and women who welcome our direction yet are confident in approaching the task at hand autonomously. Your persona will not only be part of our visitor's experience to Kodiak Raspberry Island Remote Lodge; you will also be an influence to our two young children and an important constituent of the support system for Tiffany, Birch and the rest of our team.

Boat Captain/Fishing Guide 6 days/week

May 19-September 22, 2018

The Boat Captain's primary daily responsibilities include:

- Captaining the vessel with a primary focus on safety and guest comfort, while striving to achieve guests' goals; including fish harvesting and other experience exposure.
- Educating the guests' on local flora and fauna as needed, answering questions, and general entertaining with a positive attitude.
- Maintaining vessel and gear readiness, cleanliness, and performing scheduled and unscheduled upkeep, including after hours if need be. Respectful handling of lodge's vessel and equipment.
- Ethical harvest and careful handling of guests' fish during the day, and filleting your vessel's catch after the day of fishing.
- Weekly trips to 'town,' often dropping guests off at trip's end, and/or picking up new guests for the return home. During time in town, captain will be responsible for refueling and resupply of vessel as needed, and may be required to run 'errands' in town, picking up groceries, supplies, and guests in our van.
- Pre and post-season cleaning, maintenance, painting, gear work, etc.

The Boat Captain will also be prepared and available for 'other duties as assigned,' as needed.

The Boat Captain's day will typically start after breakfast at 8:00am; checking and understanding the day's weather and tidal forecast and formulating a loose plan for the day. Each day is planned based on guests' desires (what do they want to do; catch a big king, focus on halibut, or spot a whale, or all of the above) and weighing those desires against the given tides, wind and any other factor that may affect their comfort and safety during the day. Every morning the boat captain will check engine oils, fill out logs, and inspect the cleanliness, readiness and integrity of the vessel and fishing gear before the guests board at 8:30am.

The day will follow opportunities as they develop, focusing on guest comfort, safety, and desires. Fuel consumption and general wear and tear on the vessel should be part of every decision. All harvested fish are handled carefully, dispatched and bled, and rinsed off/prepared for photographic opportunities should the guest desire. State and federal catch limits and harvest procedures shall not be exceeded or disobeyed.

Upon returning to the lodge at 5:30pm the Boat Captain will assist as guests unload, and then unload all the lunch supplies and harvested fish. Then return to the mooring and clean up the boat in a timely manner, returning ultimately to the beach to fillet the day's catch. Guests will nearly always wait on the beach to watch captains fillet.

After fish filleting is complete, any necessary scheduled and/or unscheduled vessel and/or gear maintenance, to ensure vessel and gear readiness for the following day, will be completed before day's end. Other boat related responsibilities will be fueling, oil changes every 100 hours, and any normal repairs, maintenance, and cleaning of the different parts of the vessel and equipment on board.

Above duties are nearly always performed alone, (without a deckhand) and no more than six clients per boat. On rare occasions, if both boats aren't scheduled that day, one or the other captain may be assigned to assist the other captain on his/her boat as deckhand for the day.

This is a physical position, you must also be able to help load and unload supplies, heavy luggage, 50lb fish boxes and the like from the boat and trailer, and handle big fish. We welcome ANY questions to help decide if this is the job for you.

Please approach this position and lifestyle with flexibility as change, due to weather, specific guests' requirements, equipment problems, and so on, can interrupt day to day routine.

Special licenses required before arrival to Raspberry Island:

USCG OUPV or Master's License

Valid Driver's license

First Aid and CPR certification: www.redcross.org or www.firstaidweb.com

Alaskan Fishing License:
<http://www.admin.adfg.state.ak.us/license/>

Enrolled in a Random Drug Testing Program: www.DrugFreeVessel.com

Special clothing/gear required before arrival to Raspberry Island::

Knee high rubber boots, rain gear (pants and jacket). Waterproof watch. Gloves if you prefer. Chest waders recommended.

Boat Captain should be familiar with the following:

Various fishing and marine type knots; the bowline, clove hitch, improved clinch, figure eight, double uni, palomar, nail knot, snell, etc.

Various fishing techniques common when bait fishing and jigging for Halibut, jigging for Lingcod, mooching for salmon and rockfish, trolling, spin fishing, fly fishing, and setting and retrieving crab pots.

Operating a computer and modern navigational equipment. Each boat is outfitted with a computer generated bathymetric recorder. Knowing how to turn on and utilize this technology is a big step towards applying bathymetric data, plus on scene current and bait activity, towards targeting each species more effectively.

Familiarity with reading and understanding charts and operating a GPS, depth sounder, radar, and VHF electronics.

Familiarity with operating outboard powered boats, hydraulics, basic marine mechanics and wiring.

Boat Captain Compensation:

The boat captain position's pay is separated into two categories; Operating the Vessel with guests on board, and Boat Maintenance/Deckanding.

Operating the Vessel with guests on board takes place when the boat captain spends time on the vessel as acting captain. Compensation for these days will be about \$1,500 per week (averages \$250/day), and is based on a 13 hour work day, up to 6 days per week. These days include any necessary maintenance of the gear and vessel. You will be provided with a time sheet and required by the Department of Labor to keep track of your hours worked per week. If you work more than 13 hours per day, you will be paid \$23.19 per extra hour. If you complete your tasks within the timeframe allocated, and 'clock out' early, **you will still be paid the daily rate**. You will be paid at the end of each month and within two weeks of your final day of employment.

In the rare case the boat isn't booked on a certain day, and the boat captain isn't enjoying their day off, the boat captain will either be asked to deck hand with the other captain, perform scheduled or unscheduled maintenance and cleaning on his/her vessel, or guide a day of Kayaking or Hiking trips. Determining who will be captain and who will be assigned the other responsibilities, in the event one boat is operating and the other isn't, will be decided by the owners and balanced as evenly as possible. Compensation for these days will be about \$78 per day, and is based on a 10 hour work day, up to 5 days per week. You will be provided with a time sheet and required by the Department of Labor to keep track of your hours worked per week. If you work more than 8 hours per day, or more than 5 days per week, you will be paid \$14.63 per extra hour. If you complete your tasks within the timeframe allocated, and 'clock out' early, **you will still be paid the daily rate**. You will be paid at the end of each month and within two weeks of your final day of employment.

Please know that the amount of time we have listed is a conservative representation of what we feel is needed to complete your responsibilities and **extra overtime is discouraged**. In the event you require more time than we allocate in the Job Description, we will do our best to work with you in training and redirection to ensure you're handling your various tasks efficiently.

Room and board is furnished, per the Employee Handbook, as well as an equal share in lodge tips, and 100% of tips directly presented to you by the guest. Appropriate taxes will be deducted from your monthly pay, and you will be covered by Workman's Comp Insurance during your working hours. Sick and leave days are unpaid.

Bonus: There is a \$1,000 end of term bonus associated with this position. If you work with us through conclusion of our employment contract, you will receive the end of term bonus. Please note that \$250 of your bonus is considered a security deposit and may be withheld in the event our staff cabin is left a mess or our belongings damaged. Further, tardiness is unacceptable in this position; \$250 per day you are late for work is deducted from your bonus, and if you're late for work 2 times you will unfortunately be released from employment the second time you are late. Finally, a portion of your end of season bonus AND hourly compensation may be withheld if our belongings are damaged or lost while you use them during your off time.

Round trip transportation to the lodge from Kodiak City is also included, as long as you arrive on dates we recommend (days we already have travel planned into 'town'). Please note your point of hire is Raspberry Island; if you quit or are fired you will be charged the standard fare on the next available boat or plane back into Kodiak (currently about \$420).

Please do not ask us for a raise during the season. This is a short season and the above compensation is what we are offering. We may consider a new compensatory package if you are a candidate for employment with us next year.

Alaska is an "at will state," meaning you may quit or can be let go at any time.

Please thoroughly review our **Employee Handbook** for a lot more detail outlining this position, what we expect of our team, and what you can expect in return.

This is an amazing, beautiful place, and opportunities abound. You will meet people from around the world, who in many cases may be able to offer you constructive input and professional connection. Your office will be in the middle of the remote Alaskan wilderness on the edge of the Pacific Ocean. Your apartment is one of the top lodges on Kodiak and in Alaska, and your restaurant is appreciated by travelers from the world over. Among these the true opportunity of this job lies; it is up to you to make the most of it.

Thank you again for considering this position. We encourage you to communicate with us further about this opportunity if you are interested.

Sincerely,

Birch and Tiffany Robbins
Kodiak Raspberry Island Remote Lodge

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