



Full-time Boat Operator with additional workshop skills, St Michael's Mount (Island Resident Position)

About the company:

St Aubyn Estates has been part of the West Cornwall landscape for more than 600 years. Nowadays, it is a modern, family owned enterprise spanning 5,000 acres with a diverse portfolio of businesses which include land and property management, tourism and hospitality, building and farming. James and Mary St Levan live on St Michael's Mount, which they run in partnership with the National Trust.

About St Michael's Mount:

One of the most instantly recognizable landmarks in the country, St Michael's Mount is a National Trust property, family home, island community and entrancing visitor destination all in one.

In 1954 Francis St Aubyn (the third Lord St Levan) gave most of St Michael's Mount to the National Trust, along with a large endowment fund for its upkeep. He retained a 999 year lease for the family to live in the castle and a licence to show the island and castle to the visiting public. While the National Trust now ensures the preservation and conservation of the Mount, the St Aubyn family continue to live on and manage the island, as they have done since the middle of the 17th century. This unique partnership gives St Michael's Mount a vibrant community life now as well as preserving its astonishing legacy built up since the island's earliest known inhabitants during the Bronze Age.

St Michael's Mount welcomes as many as 350,000 visitors a year to the castle and village. The beautiful, but fragile gardens are open on a more restricted basis, but can also be seen and enjoyed from the castle battlements. The village has a restaurant, cafe and two shops as well as a picturesque harbour.

Twelve families live permanently on the island and all have a role to play in its upkeep such as running the boats or tending the gardens and providing emergency out of hours cover. From April until October, 90+ seasonal staff come on board to offer our visitors a memorable and enjoyable day out. The defining characteristic of the people who live and work here is a passion for and commitment to St Michael's Mount.

About the role:

The role of 'Boat Operator' on St Michael's Mount has evolved and developed over many years and is an integral part of both the visitor business and community life. Primarily you will be an essential and memorable part of the visitor experience as well as providing the transport link for island residents, staff and the commercial enterprises.

The role requires versatility and carries responsibility, with the main priority being to ensure every visitor receives a world class experience by consistently delivering the 'Three Steps of Service'

- Warm welcome
- Exceptional experience
- Fond farewell (with an invitation to return)

Operating the boat will require vigilance and you will take responsibility for the safety of your own vessel. In addition to a comprehensive workplace induction schedule, you will be required undergo an intensive training program alongside departmental training in order to gain the skills, know-how and qualifications required to become a licensed Boat Operator at St Michael's Mount.

Training will include for the boat licence –

- Training to gain impeccable knowledge of all landing stages in a variety of weather and tidal conditions
- RYA Level 2 Powerboat certificate
- VHF Marine Radio licence
- ML5 or ENG 1 Marine Medical
- RYA First Aid
- RYA Sea Survival

There will be further aspects of the role requiring additional licences and certificates.

These will include -

- Operation of 180 or 360 degree Excavator
- STCW 10 (Standards of Training, Certification and Watch-keeping for Seafarers 2010)
- Boat Master Licence Tier 2
- Category BE of the Driving Licence (Trailer)

Must have additional knowledge that will be great assistance to the role to cover one or more of the following -

- Marine Engineering, all aspects of the boat
- Hydraulics
- Marine Electronics
- Fibreglass laminating
- The ability to create, update and maintain records and filing.

The Boating department takes enormous pride in the fact that the majority of essential maintenance and repairs to the fleet are carried out ‘in-house’; this includes the annual servicing of our amphibious vehicle (the St Michael) which provides the island with a regular transport link during the winter months when the servicing of the regular ferry boats takes place. These tasks will be a key area of focus when considering applications for the role.

When not boating you will be a member of the team assisting in the normal day to day running of the department and island, but undertaking the engineering aspect when time is essential.

Reporting to the Head Boatman, you will work as part of a highly motivated team in order to achieve the daily/weekly tasks expected of you. You will be required to work to a set rota and flexibility within this is essential, as this involves irregular work patterns. You will work bank holidays as transport for St Michael’s Mount is required 365 days a year and aspects of your working pattern may change at short notice in order to facilitate the operation and smooth running of the island.

Whilst previous experience and relevant qualifications will be of benefit to an applicant, the licence for St Michael’s Mount Boat Operator is gained solely through internal training. A licence will only be issued when the Head Boatman is satisfied that the required level of competence has been achieved.

About the Island:

Living on the island is a challenge and will be a welcomed addition to your role after your boating licence is obtained or until the Head Boatman deems you a suitable candidate as a benefit for the role on the island.

Being a live on employment with service accommodation provided, your position here will be for the benefit of the island and for the better performance of your duties. An integral part of this aspect of your role will be to join the ‘duty rota’ which provides 24 hour cover for the island including fire cover and coordinator duties. Attendance at all fire alarm call outs and first aid shouts will be expected, regardless of your work rota. Accommodation guidelines are set and will be made available to the successful applicant.

As island residents, your household will be expected to adhere to etiquette and respect of the island, it’s visitors, it’s community and staff. To understand the restrictions and challenges it does hold. But also, to benefit from the great opportunities that come with your employment.

About you:

You will be a committed, motivated and flexible person with a passion and ethic for working for the benefit and continual improvement of St Michael's Mount. Respect for the island, it's staff, our visitors and the community are essential, whilst maintaining a safe and trusting bond with the island, its businesses and an efficient transport service.

Your other skills will be a secondary role alongside being an Island Boat Operator.

The package:

A starting annual salary of £17,101 with development payments growing up to £20,500 plus, 20 days holiday and bank holidays that will be added to your annual leave in lieu, totalling 28 days (Holidays may be date critical and time off will need to be flexible).

A comprehensive staff handbook is made available upon appointment.

Our Vision and Values:

Our Vision is to be a force for growth

- to ensure the prosperity of the Estates for future generations
- to help maintain the unique character of St Michael's Mount
- to benefit the wider community in West Cornwall

Our Values are:

We each should be

- honest
- considerate
- energetic
- responsible
- resourceful

Applications:

To apply, please fill in the Application Form (in the PDF format supplied, using the "Fill and Sign" button in the top right hand corner of the form) along with a covering letter detailing your suitability for the role to enquiries@staubynestates.com . In addition to this you must submit your CV and any accompanying certificates.

Please note that due to the volume of interest received for roles at St. Michael's Mount we will unfortunately only be able to respond if you have been selected for interview.

Closing date for applications: Monday 8th April 2019