

# THE RIGHT TRAINING FOR THE RIGHT CREW

Written by [Michael Henson](#)

The superyacht industry is an exciting and rewarding choice of employment and crew training is essential for life at sea.

Whether it's your first job in the maritime industry, or you're looking to progress in the yachting world, training in the essential skills you may be faced with at sea is critical.

## Qualifications needed for crew

Here is a guide to the qualifications that are needed for each role and the expected duties of that role.

### Deckhand

A deckhand is the entry level role for employment aboard a superyacht. A sailing qualification is not essential, but will always be looked for and would stand out. A deckhand in the majority of cases may be required to do maintenance work including painting and carpentry, and other jobs to assist the operation of the boat.

A solid deckhand will be trained with the following skills and certificates- STCW 95 Basic Training; RYA / MCA Personal Survival Techniques, MCA Fire Prevention and Fire Fighting, MCA Elementary First Aid, MCA Personal Safety and Social Responsibility.

### Steward or stewardess

A steward's or stewardess's priority is looking after the boat and its guests. In most cases there will be a chief steward(ess) who will lead a number of assistant stewards(esses). The steward(ess) will predominantly be required to clean the boat, ensure the yacht interior is well presented; perhaps with fresh flowers, wash linen, lay the table and also to supply refreshments to both the crew and the guests, along with other aspects of catering.

Stewards(esses) will also be trained with STCW 95 Basic Training; RYA / MCA Personal Survival Techniques, MCA Fire Prevention and Fire Fighting, MCA Elementary First Aid MCA Personal Safety and Social Responsibility.

### Chef

The chef's role will be to order food and drink provisions and prepare food for the crew and the guests. In terms of qualifications, experience will be the deciding factor here and a good history of creating wonderful dishes will be essential. Chefs will also be required to have the relevant health and hygiene certificates.

### First Mate

The role of first mate is essential. You will be the captain's right hand man, and will be in charge of the deckhands and other exterior crew members. An extensive background crewing will be necessary as will a number of qualifications including STCW 95 Basic Training, Yacht Rating, Master 200gt, Yachtmaster Theory, Yachtmaster Practical, Sea Survival, GMDSS GOC, Navigation Radar, General Ships Knowledge, Oral Preparation, Oceanmaster Theory, Advanced Firefighting, Medical First Aid, Oceanmaster Cert Comp.

### Engineer

An engineer on a yacht is a highly sought after and well rewarded job. The engineer will manage the inner workings of the boat, and ensure all the mechanics are running smoothly. There are a number of professional qualifications that an engineer must have by law and these include STCW 95 Basic Training, Yacht Rating, AEC, MEOL Engineer Yacht 4, Skills Test, Marine Diesel Engineering, Operational Procedures & Basic Hotel Services, Auxiliary Equipment & Basic Ship Construction, MCA Sea Survival

for Yachtsman, Advanced Fire Fighting, Proficiency in Medical First Aid, Chief Engineer Statutory & Operational Requirements, Marine Engine Theory, Applied Marine Engineering.

## Captain

The captain of the ship is the leader, everyone on the superyacht answers to him. To become a captain you must have extensive experience working on boats, considerable training and a number of qualifications including STCW 95 Basic Training, Yacht Rating, Master 200gt, Yachtmaster Theory, Yachtmaster Practical, Sea Survival, GMDSS GOC, Navigation Radar, General Ships Knowledge, Oral Preparation, Navigation and Radar, Stability, Medical Care, Business and Law, Seamanship, Oral Preparation (500T), Oceanmaster Theory, Advanced Firefighting, Medical First Aid, Oceanmaster Cert.

The captain must also be very skilled with leading a team and very personable, as he/she will have to deal with the crew, and the guests of the boat, who in many cases will be powerful people used to an exceptional level of service. The captain will also be in charge of the yacht's finances, so good numeracy is essential.

## What to look for in a crew trainer

**IMSA**, a specialist in worldwide ISPS Code training explained that all trainers should be approved by the MCA (Maritime & Coastguard Agency) as an accredited trainer as there are strict guidelines in order for them to become an MCA approved trainer as follows:

The training centre must be able to demonstrate to the MCA that training will be delivered under the supervision of personnel who have, either individually or collectively as part of a team, gained:

1. A thorough knowledge of the practical application of modern methods, systems and procedures for safeguarding maritime security in accordance with the ISPS Code and SOLAS as amended.
2. Practical and relevant experience of the operation of merchant ships.

From **IMSA's** perspective, "The most important aspect of the trainer is that he/she must be able to demonstrate total knowledge of the subject matter and have the relevant practical and commercial experience in the subject and operations of vessels to impart that experience to the delegates so that they benefit from both the theory and the experience."

**PYT – Professional Yachtmaster Training** also agrees that MCA Accreditation is important as is having IYT (International Yacht Training) accredited trainers, because IYT is the most internationally accredited global leader and trusted standard of excellence in yacht training.

## Bespoke crew training should be expected

It is essential that trainers are able to tailor every training course they deliver so that it is relevant to the audience and the vessel they are working on.

Also important is that there is close communication between the yacht captains, first officers and ship security officers to ensure that they are delivering the training based on their ship security plans and any separate Standard Operating Procedures – This is simply because every yacht is different.

**IMSA** believes that assessing the trainers before committing is paramount and has produced a list in which you can reference back to when selecting that all important training.

1. Can the trainers demonstrate knowledge of subject matter?
2. Does the trainer plan on integrating current developments into content?
3. Can they demonstrates the relevance of course content?
4. Are they MCA accredited?
5. Do they have additional material to support their training?
6. Are they well prepared and able to deliver material in a well organised manner?
7. Can they demonstrates an effective teaching manner?
8. Does their presentation demonstrate professional competence and experience?
9. Is the presentation in context of the course goals etc..?
10. Will they exhibits enthusiasm and interest with delegates?
11. Can they express ideas clearly and audibly?
12. Do they plan on encouraging delegate questions and interaction/class discussion?
13. Do they offer a range of teaching styles?

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With thanks to [IMSA](#), [PYT](#) and [Beyond Limits Training](#)