My job saves lives at sea by…
Leading and enabling the delivery of the lifesaving service both afloat and ashore, providing commitment and availability to keep the service running in our communities.

Team
Lifesaving Operations

Responsible to
Area Lifesaving Manager

Responsible for
Crew and other station-based volunteers (in conjunction with Lifeboat Operations Manager (LOM))

Job Overview
To carry out relief duties at lifeboat stations in order to support stations to maintain operational availability. Support stations to meet the requirements of line 1 assurance ensuring the crew, lifeboat and equipment are available to respond to any emergencies that may arise. This role is focused on supporting a lifesaving area but may require deployment to any station within the region or across the RNLI. In addition, there may be occasional need to take command of lifeboats as required for passages.

Key Responsibilities

• To carry out Coxswain and/or Mechanic duties as required at lifeboat stations during periods of relief cover.
• Proactively manage follow up of Line 1 and Line 2 actions as directed by ALM, implementation of existing and new policies ensuring changes in procedures, lessons identified and new initiatives are adhered to and embedded, escalating issues and providing feedback as necessary.
• Be responsible for the management and welfare of the station volunteers including supporting, mentoring and coaching in order to create and maintain a safe and inclusive environment.
• To maintain competence as Coxswain, Mechanic and where appropriate ILB Helm for all relevant classes of RNLI lifeboat, under the RNLI Competence Based Training (CoBT) system.
• The safe passage and operation of lifeboats under your command.
• Help deliver the succession plan at station. Support local trainer/assessor responsibilities, co-ordinate and deliver training activities as required in order to ensure that crew and your own competency is developed and maintained under the RNLI CoBT framework.
• Comply with all relevant maritime standards, RNLI policies, guidance and procedures relevant to the role of Coxswain/Mechanic/Helm.
• Act as an ambassador for Quality, Safety, Health and Environment policies and procedures, embedding all aspects within area of responsibilities. Mentor station personnel in Risk assessments, safety walk arounds, operational briefings and debriefings.
• Take ownership of any assigned level 1 investigations whilst at stations feeding back to the LOM/ALM.
• Liaise with and maintain positive working relationships, managing where appropriate internal and external stakeholders on operational issues. Liaise with allocated station requiring support to plan cover, handover and logistics of relief duty.
• When not providing cover or on TOIL/leave it is expected that you will conduct tasks as directed by your line manager at other stations when required.
• To become involved in any other ad hoc tasks as required.
Qualifications required

Essential
RNLI COBT for ALB Coxswain and Command of the lifeboat operational pass out / RNLI COBT for ALB mechanic
Pass RNLI medical and fitness standards for seagoing personnel.
Full current driving licence required

Desirable
RYA Yachtmaster Offshore/ Advanced powerboat certificate (desirable with MCA Commercial Endorsement). Training or assessment qualification. Knowledge of Marine engines/outboards. Computer competence - a sound understanding of Microsoft systems and associated software (e.g. outlook and the ability to use RNLI systems for parts ordering and updating records electronically.)

Experience required
Demonstrable leadership experience in an operational role. Excellent communication and operational leadership skills. Have thorough Maritime knowledge and the ability to command and lead a team. Safely handle/operate boats up to 20 metres in length in a variety of conditions. Knowledge of RNLI/SAR and lifeboat operations. Have had experience working within Assurance and audit systems. Have a sound knowledge of Health, Safety and Environmental considerations within the workplace.

Suitable for someone who…
Is comfortable spending regular periods away from home working at various locations sometimes at short notice. Is willing to work weekends and unsociable hours. Has strong interpersonal skills and is happy interacting with diverse groups of people. Is passionate about lifesaving, working within the community and has the desire to implement and maintain the high standards expected of RNLI teams. Is prepared to learn new skills and undertake training in order to provide coxswain/mechanical/helm cover as required.

Management and leadership

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<tr>
<th>Management and leadership</th>
<th>Level required</th>
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<tr>
<td>Managing and demonstrating processes and standards</td>
<td>1</td>
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<tr>
<td>Managing resources and delivery</td>
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<tr>
<td>Managing people and performance</td>
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<td>Supporting and developing self and others</td>
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**Leadership Behaviours**

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<thead>
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<td>Leading innovation</td>
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<td>Leading collaborative working</td>
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Version Number: 1
Date job profile issued: 23/01/2020
Date job profile updated: 23/01/2020