



POSITION TITLE: Marine Technician 2 (MT2) – Experienced	DEPARTMENT: Service
REPORTS TO: Service Manager	FLSA DESIGNATION: Full Time – Non-Exempt
DATE WRITTEN/REVISED: 05/04/2021	OWNER APPROVAL: Mike Roff
EXECUTIVE APPROVAL: KJ Roff	ASSOCIATE APPROVAL:

## POSITION PURPOSE

Marine Technician 2 – Experienced, is classified as someone with at least (3) years’ experience within a boatyard and has been accredited with at least one Association like ABYC or OEM Manufacture certification. As an experienced level technician your main area of focus will be preventative maintenance, repair removal or replacement of vessel engines, gas, or diesel, inboard or outboard, equipment like generators or davits and/or systems like thrusters, fresh water, or refrigeration. You will sea trial your completed work and be accountable for the quality control of your work. As an MT2 you will provide support to the MT3 positions and as a certified technician in a specialty area, you may be called upon to assist with diagnosing failed equipment or estimating various repairs. You will also serve as mentor to the MT1 positions and provide feedback and evaluations to MT3’s about their progression of their knowledge.

## ESSENTIAL FUNCTIONS

### Average % of Time

50% - Production. Depending on your certification and your field of experience, this position is a billable roll in the duties of vessel engine, equipment and systems preventative maintenance, repair, removal, or replacement as needed. You will follow in your training and ensure all work is within code of ABYC and USCG standards. You will review and test engines and systems upon repair to ensure they are operating at optimal performance. You will provide additional feedback to customers about additional deficiencies found and future repair plans. You will clean up after all your work to ensure the vessel is cleaner then when it came in and you will quality control check all the completed work of yourself as well as any MT1 being mentored during the project prior to the boat launching or departing the vessel in water. You will be expected to communicate patiently, effectively, and efficiently with the customer via written RO communications, in person or via a phone conference about the repairs and possible future maintenance options.

20% - Bottom Painting & Anodes. Bottom painting is generally completed by MT1 positions however as demand outgrows MT1 resources, an MT2 will assume bottom painting roles as needed. You will



receive a high level of training on proper procedures in preparing a boat for bottom paint, appropriate scuff levels or how to strip entirely if needed and how to apply barrier coat and/or bottom paint as needed if not already trained.

10% - Support. In most cases, triage and diagnoses will be completed by the Service Manager and or MT3 positions and a repair plan will be in place with a parts list by the time you receive an RO. In times of high demand, you will be called upon to help support the Service Manager with estimates that fall within your field of experience by pulling together a bill of materials needed for the job or to calculate hours needed for service or repairs. You will aid the MT3 role on larger repair jobs where you will gain exposure and further experience in anticipation of future growth. Participate on sea trials of MT3 work and provide feedback to the operation of the equipment being tested while under load.

10% - Mentorship. As an MT2 you have experience and knowledge that our MT1's do not possess yet. Being able to grow from within is vital to our success and provides a growth path for our employees. You will be expected to mentor and train MT1 employees and utilize them in your repair work when a second hand is needed. You will coordinate these times with your manager to keep to current schedule. You will be expected to treat MT1's with respect and communicate with them patiently, effectively and efficiently while teaching them proper technique and industry standards.

10% - Housekeeping & Maintenance. It is every employee's responsibility to provide a safe and clean work environment. You will be expected to clean up after your work as well as deeper cleans to the boatyard, shop, parts room, and office as needed. You will be called upon during our off season to service our internal equipment like shop vehicles, forklifts, and equipment.

## SUPPORTIVE FUNCTIONS

In addition to the performance of the essential functions, this position may be required to perform a combination of the following, with a percentage of time performing each determined by a Manager based on the requirements and needs of the company.

- Participate as a Team Player with all Departments. We work in a high paced environment and do our best to prepare accordingly. From time to time, you may be pulled from a job to support another Technician. The ability to be flexible with your time, nimble with your movements and pivot when needed is required.
- Inventory and Supply Management. Most all parts will already be requisitioned for you and listed on your RO. It is your responsibility to Pick Up the parts you need to do the job, confirm they are accurate and return any remaining parts as soon as the job is complete.
- Labor Budgeting. Labor budgeting is done by the Service Manager. From time to time, things get missed and we will rely on our team to review each job and its budget before



beginning the work. Should you come across a discrepancy between the estimate and your scope of work, it is your responsibility to notify your manager of your findings for further evaluation.

- **Discovery.** During repairs additional items in need of repair may come up during disassembly of equipment or review of other vessel systems. These items need to be brought to the attention of the Service Manager immediately so they can be addressed with the customer and a new repair plan can be created with increased scope and budgets.
- **Housekeeping & Maintenance.** It is every individual's responsibility to clean up after themselves. Once a week we do a deeper clean on the boatyard, shop, parts room, lobby, and offices. This involves disinfecting surfaces, trash removal, bathroom cleaning, dusting, light bulb replacement and equipment cleaning.
- **Safety.** You are accountable for maintaining a safe working environment and adhering to the Marine Services Group Accident Prevention Program. You will be required to be certified on the forklift before usage, even if you have an existing certification.

## **SPECIFIC JOB KNOWLEDGE, SKILL AND ABILITIES**

Associate must possess the following knowledge, skills and abilities and be able to explain and demonstrate that he/she can perform the essential functions of the position, with or without reasonable accommodation, using some other combination of knowledge, skills, and abilities:

- Speak, read, write, and understand the primary language used in the workplace.
- Exceptional communication skills, both verbal and written.
- Excellent interpersonal skills.
- Critical Thinker.
- Knowledge of all departments within the company and their specific functions.
- Ability to establish and master goals.
- Ability to act independently with minimal or no direct supervision.
- Exceptional organizational skills.
- Exceptional time management and multi tasking skills.



- Knowledge of how to operate and use a computer and or tablet.
- Exceptional math and computation skills to include fractions and decimals using various forms or measurements and measuring tools.
- Experience with safe shop practices and general equipment and tool safety.

## PHYSICAL DEMANDS

- Most work tasks are performed outdoors in the natural weather elements. Temperatures can vary throughout the year based on the seasons and weather patterns. Rain gear and sunglasses are essential equipment you will need.
- Must be able to be on your feet up to eight (8) hours a day, walking and standing. Some sitting while performing repairs within an engine compartment but also to include squatting, bending, and stretching. This is a physical job.
- Must be able to maneuver through the shop as well as boatyard safely. Heavy equipment is constantly in use throughout the boatyard.
- Must be able to lift up to 75 lbs. occasionally, sometimes more with the assistance of others.
- Requires writing, grasping, sitting, walking, repetitive motions, listening and hearing ability, and visual acuity.
- Must be able to work and view from a computer monitor for small periods of time throughout the day.

## QUALIFICATION STANDARDS

### Education

High School Diploma or Equivalent Preferred.

Single Certification in ABYC, OEM Manufacture or Equivalent Required.

### Experience

(3) Years' experience in a boatyard or equivalent is required.

### Licenses or Certificates



Valid, WA State Driver's License with clean driving record required.  
WA State Boaters Card Preferred, you will be required to attain within 90 days of hire.  
25/50 or 100 Ton Captains License Preferred.

**Grooming**

All associates must maintain a neat, clean, and well-groomed appearance per company standards. You will be provided company branded apparel and are expected to launder regularly.

**PAY RANGE & CAREER GROWTH OPPORTUNITIES**

The pay range for this position is \$20/hr to \$29/hr and is based on direct experience working in a boatyard, on or with boats in a mechanical role, systems installations, or similar type environment. You must possess as least one ABYC, OEM Manufactures or equivalent, certification.

Career advancement opportunities are based on experience and certifications. To be considered for an MT3 position, you must be employed within a boatyard or equivalent for five (5) years and have attained a Master Certification in ABYC, OEM Manufacture or equivalent. MSG covers all costs to attain certifications. Once you have received your Master certification, can meet the requirements of an MT3 (see MT3 job description for details) and a MT3 position is available within any of MSG's companies you will be considered for advancement.

**\*\*This job description is neither an exclusive nor exhaustive list of all job function that an associate in this position may be asked to perform from time to time\*\***

I have read and fully understand and acknowledge the expectations for this position:

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Manager: \_\_\_\_\_ Date: \_\_\_\_\_