



**Job Title:** Deck Hand  
**Reports to:** First Mate  
**Location:** Paqtnkek Mi'kmaw Nation  
**Employment Type:** Seasonal  
**Deadline to apply:** March 6th, 2026

---

### **Job Purpose / Scope**

Reporting to the Fisheries First Mate, Deckhand is responsible for performing a variety of tasks on the decks of Paqtnkek Mi'kmaw Nation fishing vessels, consistent with the captain's orders. This includes but is not limited to the preparation, maintenance, and handling of fishing gear, and reeling in, cleaning, and storing fish. The incumbent in this position is also responsible for providing support to ensure the smooth and safe operations of the vessel. Duration of work is Lobster Season 2026.

---

### **Responsibilities:**

- Inspect equipment prior to use in good condition for operation, and report issues to the Captain or First Mate
- Prepare equipment for harvesting procedures, including the preparation of nets, lines, and other fishing tackle
- Attach nets, slings, hook, and other lifting devices to cables, booms and hoists
- Signal other workers to move, hoist, and position loads
- Attach accessories such as floats, weights, and markers to nets and lines; pull and guide nets and lines onto the vessel; remove fish from nets and hooks
- Return undesirable and illegal catch to sea
- Sort and clean marine life, place catch in containers and stow in hold, cover with salt and ice, and perform other duties required for the collection, harvesting, and offloading offish
- Stand lookout on deck, steer, and perform engine room watches
- Load equipment and supplies aboard the vessel by hand or use hoisting equipment
- Lubricate, adjust and perform minor maintenance of equipment and gear
- Keep vessel clean, organized, and free of clutter
- Secure and remove vessel docking lines to and from docks and other vessels
- Wash deck, conveyors, knives and other equipment, using brush, disinfectant, detergent and water





- Comply with management instructions and requirements • Uphold biosecurity, safe food production and processing practices • Other responsibilities as requested by supervisory.
- Knowledge of navigation & fish handling

---

**Qualifications:** The Deck Hand should demonstrate competence in some or all the following:

### **Education & Experience**

- Recognized certification for: o Lobster-e.g. MED A1, MBFA, and mentorship in the role; and/or o Snow Crab- e.g. MED A1, MBFA, SVOP, ROC-MC, and mentorship in the role
- High School Diploma or equivalent (GED)
- Previous experience in commercial fishing and fish handling, an asset
- Valid Basic Marine First Aid Certification, WHMIS and CPR Certification

### **Knowledge**

- Prior knowledge of Nova Scotia fishing regulations, considered an asset
- Knowledge of electronic marine gear
- Basic knowledge of fishing industry
- Basic computer skills including word processing
- Understanding of how to use radio/telephone

### **Skills & Abilities**

- Communication skills with the ability to work in a team setting and willingness to support others to enable the team to function effectively
- Administration skills with the ability to document catch, performance reviews, inventory and reports
- Ability to follow direction given by supervisory  
Time management skills to complete tasks in timely manner
- Problem solving and analytical skills
- Ability to lift 75 lbs. / work long hours





### **Working Conditions: Physical Environment**

- Works on a vessel which may be exposed to various environmental hazards such as inclement weather conditions and high/low tides. Weather conditions may include stormy weather, rain, fog, high winds, snow, hail, extreme heat and exposure to high UV rays. They may also be exposed to moving machinery and trawl gear, which could increase risk of injury.
- The incumbent in this position may spend periods living aboard the vessel. Conditions may be cramped and/or uncomfortable
- Noise levels are medium to loud
- Boat will produce varying degrees of motion, which could cause motion sickness

### **Physical Effort**

- Requires ability to maintain balance on moving surface
- Required to fish, scoop, clean, fillet, package and store fish, requiring full use of hands and arms, and the physical ability to use relative equipment
- Required to sit, stand, walk, reach, bend, kneel, duck and lift (up to 75 lbs)

---

### **Other:**

Hours may vary depending on weather conditions and operational requirements. The deckhand must be willing to work flexible hours (early mornings, evenings, and weekends) and may be required to work overtime and/or hours that are outside of their set schedule to complete responsibilities of the role. Shifts may be several hours of work, followed by time off, and several more hours of work

---

### **To Apply: Interested candidates are invited to submit a resume and cover letter outlining their qualifications and experience**

**To:** David Kearns, Human Resources Director - Paqtneke Mi'kmaw Nation

**Email:** [jobs@paqtneke.ca](mailto:jobs@paqtneke.ca)

**Subject Line:** Deck Hand

**Or:** Deliver in person to the front desk at Paqtneke Band Office during business hours.

**Deadline to Apply:** March 6<sup>th</sup>, 2026





Paqtnkek Mi'kmaq Nation is committed to diversity and inclusion in the workplace and encourages applications from qualified Indigenous candidates and all others who meet the qualifications.

**Thank you for your interest. Only those selected for an interview will be contacted.**

