



Job Title: First Mate
Reports to: Fisheries Lobster Captain
Location: Paqtnkek Mi'kmaw Nation
Employment Type: Seasonal
Deadline to apply: March 6th, 2026

Job Purpose / Scope

The First Mate provides assistance to the Captain by supporting all day-to-day operations of the boat, including supervision and coordination of Deckhands and Spares performing vessel navigation, while ensuring overall safe and efficient fishing activities. The First Mate must also be capable of assuming full command of the vessel, should the Captain become incapacitated. Duration of work is Lobster Season 2026.

Responsibilities:

- Direct and supervise Deckhands and Spares, ensuring that they understand, and are adequately performing their assigned duties
- Assist Deckhands with cleaning, filleting, packaging and storing catch
- Maneuver, dock and anchor the vessel, when assistance is needed
- Perform full command of operation of critical systems, including electronic navigation, steering, dewatering and safety apparatus, when assistance is needed
- Assist Boat Captain with maintenance of logbooks and other necessary documentation
- Assist Boat Captain with training and orientation of Deckhands and Spares
- Manage all at-sea medical and emergency operations; including providing medical care to crew members, if needed
- Regularly inspect areas of the vessel to ensure safe operation and proper storage of equipment and fish
- Participates in selling catch to community members and general public
- Other responsibilities as required or requested by supervisory or management
- Knowledge of navigation & fish handling

Qualifications: The First Mate should demonstrate competence in some or all the following:





Education & Experience

- 1+ years of commercial fishing and fish handling experience, or similar industry experience
 - Proof of valid PCOC (Pleasure Craft Operator Card)
 - Recognized certification for:
 - Lobster-e.g. MED AI, MBFA, and mentorship in the role; and/or
 - Snow Crab - e.g. MED AI, MBFA, SVOP, ROC-MC, and mentorship in the role
 - Valid Advanced Marine First Aid Certification, WHMIS and CPR Certification

Knowledge

- Knowledge of navigation and boat handling in various weather conditions
- General knowledge of fisheries and operations, strongly preferred
- Knowledge of radio communication, weather monitoring, and vessel maintenance techniques
- Knowledge of fish handling
- Knowledge of aquaculture techniques and passion for seafood production

Skills & Abilities

- Excellent leadership skills
- Ability to support the Boat Captain with general boat maintenance and respond to emergency issues when repairs are required
- Proficient written and oral communication skills
- Problem solving and analytical skills
- Ability to lift 75 lbs. / work long hours

Decision Making: The usual types of decisions made in this role include delegation of responsibility to crew members, as it relates to daily tasks

Specific decisions that must be referred to a supervisor include:

- All spending decisions
- Recruitment, hiring and termination of crew members
- Situations where safety is a concern (outside of normal safety concerns)
- Situations that require investigation of abuse or competence





- Complaints or concerns that need to be addressed by supervisory or management

Impact of Results: The typical impact of results produced by the role include:

- Overall safety of crew members, fish habitat, boat and equipment when the vessel is in use
- Crew members are using time effectively and efficiently when vessel is in use
- Crew members are following rules and regulations, and completing assigned responsibilities

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

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

To: David Kearns, Human Resources Director - Paqtnkek Mi'kmaq Nation

Email: jobs@paqtnkek.ca

Subject Line: First Mate

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

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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.

