



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

Job Purpose / Scope

The Fisheries Lobster Captain is responsible for the fisheries vessels, their operation, and equipment, as well as the crew on board operating the vessel. The Lobster Captain must ensure the safe operation and navigation of fisheries vessels inshore and offshore at sea. The incumbent in this position must navigate and maneuver the boat and is responsible for the maintenance and upkeep of the boat and its equipment.

The Fisheries Lobster Captain is responsible for overseeing the overall health and safety of the crew and equipment and ensures that all legal and organizational requirements and standards are adhered to, paying particular attention to rules and regulations surrounding fish habitat and other environmental issues. Duration of work is Lobster Season 2026.

Responsibilities:

- Perform pre-trip inspections inside and outside the vessel to ensure that it is safe for crew members and passengers, and that it is seaworthy
- Ensure proper docking and undocking of the vessels
- Maintain vessels and equipment on board, such as engines, winches, navigational systems, fire extinguishers, and life preservers
- Operate and steer vessels using radios, depth finders, radars, lights, buoys, and lighthouses
- Read gauges to verify sufficient levels of hydraulic fluid, air pressure, and oxygen
- Signal passing vessels using whistles, flashing lights, flags, and radios
- Perform various marine duties such as checking oil spills or other pollutants around ports and harbors and patrolling beaches
- Sort logs, form log booms, and salvage lost logs
- Compute positions, set courses, and determine speeds by using charts, area plotting sheets, compasses, sextants, and knowledge of local conditions





- Direct and coordinate crew members or workers performing activities such as loading and unloading cargo, steering vessels, operating engines, and operating, maintaining and repairing vessel equipment
- Maintain records of daily activities, personnel reports, vessel positions and movements
- Monitor the loading and discharging of cargo or passengers
- Signal crew members or deckhands to rig tow lines, open or close gates and ramps, and pull guard chains across entries
- Arrange for ships to be fueled, restocked with supplies, and/or repaired, as needed
- Manage the evacuation of the vessel and stay in position and control of the operation throughout emergency situations
- Complete duties in alignment with the Fisheries Policy and associated procedures • Additional duties, as necessary for safe and effective vessel operation and use

Qualifications: The Fisheries Lobster Captain should demonstrate competence in some or all of the following:

Education & Experience: Valid Advanced Marine First Aid Certification, WHMIS and CPR Certification

Knowledge:

- Knowledge of navigation and boat handling in various weather conditions
- Determining when repair and maintenance is required (within budget)
- Determining when and if departure of the vessel is safe based on the marine weather conditions

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

- Overall safety of crew members, fish habitat, vessels, and equipment when the vessel is in use by the incumbent
- Compliance with applicable rules and regulations.

Working Conditions:

Physical Environment:

- Works on a vessel which may be exposed to various environmental hazards such as 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.

- Noise levels are medium to loud
- Boat will produce varying degrees of motion, which could cause motion sickness • The incumbent in this position may spend periods of time living aboard the vessel. • Conditions may be cramped and/or uncomfortable

Physical Effort:

- Steering vessel may require increased physical effort in various weather conditions
- Requires ability to maintain balance on moving surface
- Will be required to stand and/or sit for long periods of time
- Required to lift supplies of up to 75lbs

Sensory Attention:

- Requires keen observational abilities and long periods of concentration in order to safely navigate boat and locate buoys
- Must pay close attention to safety hazards and potential risks

Mental Pressures:

- Required to work long, strenuous shifts while remaining alert. Must be able to effectively manage time to avoid burnout
- Has a high level of responsibility over the safety of the crew and equipment which may cause increased stress during times of inclement conditions

Other:

- Hours of work may vary depending on weather conditions and operational requirements. The incumbent in this position 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 expected schedule in order to complete responsibilities of the role. Shifts may be several hours of work, followed by time off, and several more hours.





- This position may be required to spend extended period of time on the vessel, offshore, including a number of days overnight This position may be required to travel for the purposes of training, meetings and/or selling catch

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'kmaw Nation

Email: jobs@paqtnkek.ca

Subject Line: Fisheries Lobster Captain

Or: Deliver in person to the front desk at Paqtnkek Band Office during business hours. **Deadline to Apply:** March 6th, 2026

Paqtnkek Mi'kmaw 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.

