

# Frequently Asked Questions

---

[Super yacht crew Recruitment - what is it?](#)

[What is a Superyacht?](#)

[How do I register?](#)

[Then what happens?](#)

[I see you have a lot of jobs online, is it ok to just apply for all of them and hope for the best?](#)

[How do I update you with my recent resume and check in?](#)

[Will I need additional training?](#)

[Does Nautic Crew International recommend any particular training school?](#)

[How long will it take to obtain a position on a yacht?](#)

[What are the work hours?](#)

[What kind of experience are you looking for?](#)

[What is the pay for entry-level positions?](#)

[What salary can I expect for my position?](#)

[What are the entry level positions?](#)

[How long do I have to commit to the job?](#)

[What can I do to improve my chances of getting into the industry?](#)

[What can I do to increase my chances of finding the right job?](#)

[Do I have to be in Fort Lauderdale, Antibes, etc. to get a job on a yacht?](#)

[How does this work, am I hired by Nautic Crew?](#)

[Can I come in for an interview or see a crew agent?](#)

[What jobs do you have available?](#)

[Where is your office located?](#)

[Does my employer provide benefits and paid vacation?](#)

[Where do the yachts travel?](#)

[Are there other resources that provide information about the industry?](#)

[What should I wear to an interview? What should I bring to the interview? How should I prepare for the interview? What types of questions will they ask me? Who will I interview with?](#)

[How do I make my interviews successful?](#)

[How long is an average trip?](#)

[Are there certain times during the year in which they do most of the hiring?](#)

[Will I be able to find a position on the same yacht as my friend?](#)

[What are the typical crew sizes and yacht sizes?](#)

[Is this a permanent position?](#)

[Do you hire from cruise ships?](#)

[What is the difference between a charter yacht and a private yacht?](#)

[What are the living accommodations?](#)

[What are crew houses? Do they have them in every location of where your offices are located?](#)

[I would like to speak to an Agent in person - how can I do that ?](#)

[What are your office opening hours ?](#)

[I am a newcomer to Yachting - will I get an interview with a Crew Agent ?](#)

[Do I need a visa on a boat that is in the US waters?](#)

[What is the basic entry into the Superyacht Industry?](#)

[General information of Specific Positions and hierarchy of the vessel](#)

[Captain](#)

[Chief Officer/ 1<sup>st</sup> Officer/ Mate](#)

[Purser](#)

[Chief Engineer](#)

[Engineer Mechanical, Electrical/ AV/ IT](#)

[Chief Steward / ess](#)

[2<sup>nd</sup> Steward /ess](#)

[Chef](#)

[Bosun](#)

[Deckhand](#)

[What are the Basic Entry Qualifications for Superyacht Crew](#)

[Are there any Medical Certificates needed?](#)

[What is a STCW?](#)

[Are there any skills that I have that could be utilized on a yacht?](#)

[Do I need other Qualifications?](#)

---

# Superyacht Crew Recruitment

---

We are specialists in superyacht employment solutions. As a professional superyacht crew recruitment agency we make a point of finding the right people for the right job on luxury yachts of all sizes, for both private and commercial chartered yachts.

Our mission is not only to find the right people for the right job on a superyacht, but also to develop long-term relationships with employers and employees. We make a point of understanding an individual's personal aspirations and help them on their career path in the superyacht industry, and we seek to understand exactly what the owner and/or Captain are looking for.

We will ensure that a prospective employee fully understands the position before we recommend them - if we believe the job will not suit them, we will not recommend it. From the owner's and Captain's perspective we will not recommend a candidate if we believe that he or she is not suited to the position.

Essentially we believe in getting everything right:

- **By giving the Right Advice**
- **To the Right People**
- **For the Right Job**
- **In the Right Place**
- **At the Right Time**

Whether you are a Captain looking for crew, or crew looking for a position we can help you. We will help with career advice, CV writing and pointing candidates in the right direction for obtaining the best qualifications

## A Career on Superyachts

---

### *What is a Superyacht?*

Superyachts, Luxury Yachts, Megayachts, Gigayachts – or just a yacht, there are many words used to describe the thousands of large yachts that now cruise the world's oceans.

To qualify as a "Superyacht" a yacht, whether it is privately owned or commercial, has to be in excess of 24 meters in length and it can be a motor yacht or a sailing yacht. The largest yachts are now over 150 meters!

And of course luxury yachts are very expensive to build and to maintain. Their owners take pride in their assets and quite justifiably expect them to be run and cared for by qualified and dedicated professionals.

A job on a superyacht can be highly rewarding. The financial rewards can be great as can be the personal and emotional rewards. These beautiful yachts visit some of the world's most exclusive and exotic places – from St Tropez to Fiji, from Buenos Aires to Bali, from Sardinia to Singapore.

But to gain these rewards one must adhere to four of the basic requirements of becoming a seafarer:

- **Discipline**
- **Determination**
- **Responsibility**
- **Respect**

If you follow these rules and are determined to succeed in the industry and not just treat it as a "filler" between less demanding, rewarding and varied land based jobs you could go far.

A glamorous industry? Yes of course it is – but it needs professional, dedicated people to ensure that it runs smoothly. Standing on the quayside watching a captain and his crew bring in a 80 meter yacht may look easy to an untrained eye, but it has taken a long time, training and practice to ensure that a multimillion dollar asset is handled with such skill and care. Everything looks easy – when you know how to do it!

The basic entry level on a superyacht is as Deckhand or Steward (ess) and in a few years it is possible to progress up the ladder to become a Captain.

So, do you have what it takes to work onboard some of the world's most exclusive yachts? Whether you have a love for the sea, enjoy hospitality or are mechanically inclined, working onboard a yacht could be a rewarding career choice. A career in yachting brings you the opportunity to set sail to new and exciting ports, work at a 5 star level of service with people from around the world and enjoy the camaraderie unique to the yachting industry.

There are many advantages to working at sea, but working on a yacht is not all about fun and games and does require teamwork. Working on a yacht brings long, demanding, strenuous work days. You will live and work with the same group of people which can at times be stressful to even the most experienced crew member. You will be away from family and loved ones for long periods of time. However if you are an adventurous spirit who is looking for a profession that is constantly evolving, the yachting lifestyle is a one-of-a-kind experience.

Common positions in yachting include Captain, Mate, Engineer, Chef, Steward (ess), and Deckhand. We invite you to navigate through our website for a job description on each of these positions. Think a job in yachting is for you? Follow the simple steps below and you will be on your way!

---

## *Captain*

---

As captain, you are responsible for the total operation of the yacht. The position ranges from being in charge of a full time staff of one, to being the CEO of a large operation with many departments, personnel, and a large budget. You are responsible for the supervision of the crew as well as ensuring the enjoyment of all guests onboard. And, of course, you are the navigator.

Private and charter yacht captains bond with the crew on a friendly basis while still maintaining the crew's respect as their superior. You keep financial records, make and meet budgets, plan itineraries and make reservations, and have a list of contacts around the globe for parts and services that may be needed to maintain the yacht.

A captain works very closely with the owners and guests, and has a comprehensive understanding of their needs.

Responsibilities: The Captain of a superyacht has ultimate responsibility for the yacht and all aboard it. This is the most senior position on board a luxury yacht. The Captain oversees all the crew through the other senior crew. Many business and management roles need to be fulfilled, including budgeting, accounting/bookkeeping, purchasing, scheduling, human resources/crew management, business relations (with management, accounting, owners office, etc.)

This role can easily and often escalate into refit/build management, with many more specialists skills required, including project management/Owners Representative.

**Experience:** It can take approximately 10 years from first deck position to Captain.

### THE MINIMUM QUALIFICATIONS FOR A YACHT CAPTAIN POSITION INCLUDE:

3-5 years' experience as a Mate

License depending on the tonnage of the yacht. Some owners and insurance companies may require more than is actually required by law.

At Nautic Crew International, Inc., a 500-ton ticket is the minimum license usually required

A proven record of navigation

Management skills

Personnel management

Public Relations

Exceptional communication and service skills

Inventory control

Budgeting and accounting skills

Emergency Management

Engineering knowledge

Environmental regulations

Insurance considerations

Computer literate

## *Chief Officer/ 1<sup>st</sup> Officer/ Mate:*

---

### SECOND IN COMMAND

The mate's position brings with it total responsibility for the exterior of the yacht. Some vessels will require the mate to participate in navigation and passage planning and they are often responsible for documentation, safety and security aboard.

Generally, the mate is ready, willing and able to step up into the captain's position should the need arise. You will work with the Engineer but you are not in charge of him/her. This position is often in charge of security and liaison with crew for personnel management issues in place of the Captain. Radio operation may also be required.

**Experience:** You are required by the MCA to have a minimum of 12 months of Yacht Service between passing your OOW and taking your Master 500gt, (24 months for the Master 3000gt)

### *First time mate:*

Employment of 2 years working on deck (Day work and refits can be included)

STCW 95

Good knowledge of products

Navigation

Painting, varnish, Awlgrip applications

Basic engineering

Tender driving experience

Watch-keeping experience

Line Handling

A small license is good although not necessary on all yachts e.g. 100T, Yachtmaster Offshore, Ocean, etc.

[Back to Top](#)

A position on a larger vessel may include:

All of the above  
PADI or NAUI certification  
Small license  
Computer literate

### ***Experienced mate:***

Experience on boats 130' and up  
Licenses required will depend on tonnage of the yacht.  
The general requirement is Chief Mate 3000GRT  
Two years running a deck crew, 1 year with more than one deckhand  
Basic engineering  
Navigation experience  
Management skills  
Basic accounting skills  
Computer literate  
Generally able to the run yacht in the Captains absence

### ***Mate/Officer of the Watch***

***Responsibilities:*** Duties include: • Overseeing of the work of the exterior crew and ability to perform their duties • Carry out safe fuelling procedures. • Implementation of security/port-of-entry paperwork procedures, • Maintain guest relations

***Experience:*** This is generally thought of as the next step after Lead Deckhand, to get to this position you will likely have 4 - 5 years' experience.

### ***Engineers:***

---

Yacht engineer jobs require applicants to be responsible for all mechanical, electrical, electronic, plumbing and computer systems aboard. It is your responsibility to work with both planned maintenance and yard periods to assure that the yacht is always in good, safe, working order. Yacht engineering requires you to do everything from filter and oil changes to complete engine rebuilds. You can't be afraid to get your hands dirty, but like all jobs onboard, you can expect to present yourself clean and tidy ready to interact with owners and guests at a moment's notice.

On charter and larger yachts, you are required to have a yacht engineer license. On smaller yachts the captain or mate may be responsible for the basic engine maintenance. Knowledge of diesel engine maintenance and general mechanical ability is a must for a yacht engineer. Other skill sets useful in yacht engineering include refrigeration, plumbing, electrics, air conditioning and IT experience. Depending on the vessel and whether you are a Junior or Chief Engineer, responsibilities on a superyacht can include:

- Maintaining the smooth running of mechanical and electrical systems from AV to sewage systems and everything in between!
- Ensuring that the vessel is in good mechanical order and is safe to take guests and crew out to sea.
- Polishing/cleaning, correct maintenance of engine room & all technical equipment, computer/electronics/network administration skills. Safe fuelling/fuel handling. Air conditioning. Electrical.
- General maintenance of interior technical equipment such lights, vacuums, galley & laundry equipment, etc.
- In more senior positions this can include budgeting, accounting/bookkeeping, purchasing, scheduling, human resources/crew management (if applicable), business relations (with management, accounting, owner's office, etc.)

There are increasing numbers of dedicated computer system and networking engineers as Superyachts get bigger and more complex.

On some smaller yachts a single person may be both Engineer and Mate. In more senior positions, Engineer responsibilities can easily and often escalate into refit/build management, with many more specialists skills required, such as planning for tankage, engine rooms, electronics/computer, security requirements, etc. as well as Project management/Owners Representative.

***Experience:*** You will need to be highly practical and have a good understanding of how the systems on the yacht work – most of all be ready to get your hands dirty and work in noisy, sometimes confined spaces.

Skills are built up over time and may mean you start off as a Junior Engineer – for more specific experience required for certain positions refer to qualifications and courses needed. Practical experience with repairs of mechanics, such as with watersports equipment, air conditioning, refrigerators, electrical wiring, diesel engines, generators, and plumbing is useful. Almost all vessels will require the Engineer to have some formal training, certification and licensure – particularly the larger Superyachts. Engineers sometimes come from the merchant or military navy. It takes approximately 6 years minimum, to attain licenses, which is often easier from commercial background.

[Back to Top](#)

### ***Entry Level Yacht Engineer:***

Basic engineering, including outboard motors  
Diesel knowledge  
General refrigeration and AC  
Basic plumbing  
Basic electrical and electronics  
Trouble shooting  
STCW  
AEC (Approved Engine Course) or MEOL (Marine Engine Operators License)

### ***Chief Yacht Engineer:***

All of the above at an advanced level  
Appropriate licenses/certificates  
Shipboard wiring  
Hydraulics  
Ship sanitation  
Management skills, ability to direct/teach others in the engine room  
Inventory control  
Planned maintenance

### ***Chef:***

---

Are you a culinary professional looking for a job at sea? This is your chance to taste a new kind of success as a private yacht chef. Yacht chef jobs are the only upper level position onboard that can be filled by a novice to yachting. A chef that is well trained, either in school or apprenticeship, has high-end restaurant background, and the right attitude can be successful aboard a yacht. Many Chefs find that working on a luxury yacht challenges their creative skills, as they are not locked into cooking the same meal day after day. The chef is responsible for all guest and crew food, three meals a day, seven days a week. Yacht chefs are also responsible for galley cleaning, including all of the cooking utensils, pots and pans, menu planning, provisioning and gourmet research. Responsibilities: Depending on the size of the galley team, a superyacht chef will typically be required to do the following:

- Provisioning (Ordering, purchasing and storage of food items)
- Liaising with the guests to plan the menu for the trip
- Preparing all the food for the guests as well as the rest of the yacht crew.

Sometimes the yacht schedule can change at the last minute and a great deal of initiative and flexibility is required. You may be called on to prepare food for the guests at any time, day or night! The food is a vital part of any stay on a yacht, so standards must always be high.

Experience: How much experience you need depends on the vessel. The smaller vessels may require the chef to perform other duties as well, but on the Gigayachts (really really big yachts over 100m!) only professionally trained chefs with lots of experience – on land or yachts – will be hired. This position tends to stand apart from the other career routes on the yachts but the same ‘service’ as other positions is imperative

### ***New Yacht Chefs:***

Culinary degree or equivalent training, apprenticeship, work as chef in another venue  
Menu planning "Sample Menu"  
Nutrition  
Proof of good presentation skills "Food Photos"  
A good repertoire of recipes  
Ability to build rapport with guests (food is a focal point of any yachting trip)  
Good attitude

### ***Experienced Yacht Chefs:***

All of the above  
Excellent yachting experience  
Table settings  
Management skills  
The biggest difference between a Chef aboard a yacht and a conventional (land based) Chef is the extensive planning required at sea. You will do your own provisioning and preparation work, cleanliness is essential! On some smaller vessels, you may also share other vessel responsibilities, while on larger luxury yachts you may have the services of one or more of the stewards/stewardesses for prep work, serving, clearing and cleaning.

[Back to Top](#)

## *Purser*

---

### **RESPONSIBILITIES:**

The Purser on a superyacht is in charge of the other Steward /ess' and must oversee their work, ensuring the guest experience is the best possible. You will be required to:

- Serve the meals and provision the yacht with all necessary beverages, cleaning supplies and uniforms etc.
- Oversee the housekeeping and service work of the Steward /ess'
- Work with the Chef on the menus and wine/food pairing
- Paperwork procedures including: budgeting, accounting/bookkeeping, purchasing, scheduling, human resources/crew management, business relations (with Management Companies, Accountants, and/or Owner's office, etc.)
- Maintain guest relations and ensure they are happy with their experience on the yacht. Occasionally this can escalate into refit/build management of interior, with many more specialists skills required, such as service space organizing & planning, purchasing of interior goods, etc. There may be a separate Purser on large vessels but on smaller ones the Chief Steward/ess often fills the role. This requires accountancy skills, administration, personnel management, and payroll.

**Experience:** If you work hard this position can be obtained in a few years. You need to be efficient and charming as you are on the 'front line' for the rest of the crew.

## *Steward / ess:*

---

### **REWARDING YACHT CREW WORK FOR THOSE WITH A PASSION FOR DETAILS**

Do you think you have the skills to be a yacht steward / ess? The yacht steward / ess (or "the stew") maintains the cleanliness of the ships interior and services guests aboard the yacht.

The job of a Steward or Stewardess on a superyacht is to ensure the guests have the best possible experience on board and that the yacht is kept immaculate. Your duties can include:

- Polishing/cleaning
- Correct maintenance of vessel interior, fine finishes & equipment
- Housekeeping (bed-making and cleaning)
- Table-setting
- Party theme planning
- Flower arranging
- Wine selection & services
- Russian, French or Silver Service
- Generally assisting the guests and making sure they have a good stay on the yacht. Your day-to-day duties will be different on a sailing yacht to a motor yacht – you might be required to help on deck when under way on a sailing yacht - so bear this in mind.

**Experience:** Restaurant and/or hotel cleaning experience is useful, occasionally some positions require you to have silver service. You need to have a positive, 'service with a smile' attitude and a willingness to provide top quality service 24 hours a day. Sometimes requires other skills such as beautician or masseuse

### **RESPONSIBILITIES:**

Include daily meticulous cleaning of the entire interior, including all guest and common areas, cleaning the cabins (including the bathrooms, popularly known as "heads and beds"), serving meals, doing laundry, etc.  
Interior yacht crew work is rewarding, but you must be discreet, polite and professional.

### ***Entry Level Yacht Steward (ess):***

Service background  
Some working background, longevity and yacht steward (ess) training a plus  
Pleasant attitude  
Professional appearance  
STCW 95 training

### ***Mid-level Yacht Steward (ess):***

All of the above  
Waitress/Waiter  
Basic mixology/Bartender  
Interior cleaning and sanitation  
Accounting  
Experience and training as a yacht steward (ess)

### ***Yacht Steward (ess) Supervisor:***

All of the above  
More experience  
Organization skills  
Provisioning  
Flower arranging/Table settings  
Computer skills

[Back to Top](#)

### **Chief Steward (ess):**

All of the above

Minimum 2 years' experience of yacht crew work, managing at least 2 stews

Advanced knowledge of:

Food garnishing/presentation/flower arrangements/table settings

Cleaning products, stain removal, care of fine linens, laundry

Inventory control

Provisioning

Accounting

Valet services

Wines

Always a plus: languages and firsthand knowledge of areas traveled. Caribbean, Mediterranean, New England, Bahamas, South Pacific, etc.

## **Deckhands / Bosun**

---

### **AN EXCITING CAREER AS A YACHT DECKHAND**

A deckhand position aboard a yacht requires energetic professionals responsible for all aspects of exterior maintenance of the vessel.

As a deckhand you are responsible for the cleanliness and maintenance of the exterior of the yacht. The deckhand's responsibility includes everything outside, on top of, and underneath the vessel. Specifically including painting, stripping, varnishing, waxing, awlgrip, cleaning engines, and maintaining the various water toys aboard, which include jet skis, tenders, sailing dinghies, etc. All deckhands pitch in and assist with interior cleaning and service when guests are aboard. Other responsibilities: A superyacht deckhand has varied roles, often depending on the yacht, but these usually include a combination of: • Cleaning and polishing the exterior of the yacht • Assisting the guests with their baggage • Transporting guests in the tender • Assisting in the navigation when under way • Correct maintenance of vessel & deck equipment • Watch-standing • Operation of water sports • Generally a listing the guests and making sure they have a good stay on the yacht. These will vary greatly depending on the size of the yacht – if there are fewer crewmembers and it is a smaller yacht then you will have more responsibilities but other factors may encourage you to work on a larger vessel, such as space in the crew area or pay which is often higher on larger yachts. Your day-to-day duties will be different on a sailing yacht to a motor yacht so bear this in mind.

**Experience:** Requires varying levels of boating experience. The ability to swim/scuba dive, repair small engines, paint or varnish and a willingness to maintain the exterior of the yacht in immaculate condition may be needed. The degree of experience and expertise you will need depends on the yacht: larger vessels are likely to require less experience for the junior deckhand roles.

### **QUALIFICATIONS FOR YACHT DECKHANDS INCLUDE:**

#### **Entry Level Deckhand:**

Service background

Some working background, longevity a plus

Good attitude

Willing to learn from others

Stable under pressure

A Team player

Professional appearance

STCW-95 Basic Training Required

#### **Mid-level Deckhand:**

All of the above

STCW 95

Basic seamanship

Line handling

Exterior maintenance knowledge of varnish, paint, products, etc.

Basic mechanical skills

Tender driving ability - may require a Power Boating Level II license

Experience as yacht deckhand

New MCA rules coming into effect may require the Yacht Rating Certificate

[Back to Top](#)

### **Lead Deckhand:**

All of the above  
More experience as a career deckhand  
Leadership skills  
Navigation  
Watch standing skills

### **Bosun / Boatswain:**

The leader of the deck team. This yacht deckhand is a step between the Lead Deckhand and Mate positions.  
All of the above  
More experience in performing and supervising deck duties  
Deck license

### **How do I register?**

Registration with [Nautic Crew International, Inc. is free](#). You can complete the application process online from anywhere in the world. We require from you:

- to register with your name and Email address to start, then fill out the form on line. Which should take you less than 10 minutes.
- Personal Information
- Objectives- What you wish to achieve
- Certificates- Your qualifications
- Experience- Your past employment
- References- Contact information for previous employers
- Resume / CV- Uploaded in word format ([View Sample Yachting Resume / CV](#))
- Digital Photograph- Passport Style in professional attire. In a Low resolution

The application process should take about 10 minutes. Nautic Crew International, Inc. requires a minimum of three recent past work experiences and references in addition to an uploaded resume and digital photograph before your application is complete and we can consider you for our available jobs. Do not write on your resume references on request. Everyone else will request them. So put them on there.

Registering with Nautic Crew could not be easier. On this same website click on the "[Crew services](#)"

Click into "New user Registration"

Fill in a VERY short datasheet.

Attach your CV (Resume) – please note that if you do not attach a CV (Resume) your application will drop out of the system

You will be sent a confirmation Email.

And – voila, you are registered.

### **Then what happens?**

Our agents will review your file and contact you if we need additional information. At the same time, you are welcome to review the jobs we have posted online.

### **I see you have a lot of jobs online, is it ok to just apply for all of them and hope for the best?**

You really need to read all of the qualifications for the jobs posted. If you apply for multiple jobs where you do not meet the qualifications, we will automatically deactivate your file and you will not be contacted for any positions now or in the future.

### **How do I update you with my recent resume and check in?**

To update any of your information, including your CV (resume) and to check in, on this same website click on the "[Crew Services](#)"

Click into My Account, "Account Login" or "Existing User Login"

you will then be presented with your account. On the right hand side of the dialog box you will see "My Profile" click this and it will take you into your profile.

If you want to give us information that is not in the data-sheet, just enter it in that free form text box at the bottom.

To update your CV (Resume) make sure all the information is correct and up to date and then add your resume at the bottom.

If you want to update your licenses, ENG-1, or certifications, please scan them in, save them as .pdf files less than 500 KB and email them to [info@nauticcrewintl.com](mailto:info@nauticcrewintl.com)

### **Will I need additional training?**

If you are new to yachting, yes, probably. Requirements to even be considered for an applicant is [STCW-95 Basic Training](#).

[Back to Top](#)

### **Does Nautic Crew International recommend any particular training school ?**

No, we don't. However, we do have a selection of providers of courses in Fort Lauderdale, Florida.

### **How long will it take to obtain a position on a yacht?**

This depends a lot on you, the job market, and luck.

If we have clients who are looking for somebody like you, you might get a job in a day or two.

Most successful candidates find a position within a few weeks – if the job market is tight it could take a few months!

If you have skills or licenses, or a strong history of sticking to a job, you will have a **MUCH** better chance of finding a job sooner rather than later.

### **What are the work hours?**

All day. Every day. Generally when you have guests onboard. However, due to scheduling of trips passages, guest's owners, the season, etc. you could have down time in between.

### **What kind of experience are you looking for?**

Honestly? We are looking for yacht experience. If you are new to the industry, you will have a more difficult time. If you have a proven history of working in yachting – you move up the list.

If you are new, emphasize those skills that you have that translate to the position you are hoping to land.

Do your homework. Ask existing crew what they do in their positions in order to decide which skills you want to emphasize.

### **What is the pay for entry-level positions?**

Depends on the yacht, but you should expect somewhere between \$1500 - \$2500 per month for yachts that generally trade in the Western Hemisphere and about 1500 Euro – 2500 Euro for yachts in the Eastern Hemisphere.

### **What salary can I expect for my position?**

Salary guidelines are based on industry experience, licensing and longevity. As an entry level candidate you can expect to be at the lower end of the pay scale. If your salary expectations are unreasonable most employers will disregard you. It is in your best interest to request a competitive, realistic salary and be placed. The good news is that your salary will undoubtedly improve as you gain experience in the industry.

[View Salary Guidelines](#)

### **What are the entry level positions?**

Well.....

Some yachts will hire an entry level deckhand or an entry level steward(ess).

A Chef with a fantastic background may be considered.

### **How long do I have to commit to the job?**

Minimum 1 year. There are agencies that specialize in freelance positions – we are not one of them. If you are local and legal to work in the South of France / Spain / Monaco / Italy we will probably have some great seasonal positions for you – April – October.

### **What can I do to improve my chances of getting into the industry?**

A lot of things.

The number one thing yacht Captains look for is a proven record of taking a job and sticking with it. That does not mean 6 weeks. That means 2-3 years.

STCW-95 Basic Training – it's expensive, but you need it.

A great attitude.

The right look (polo style shirt – white or blue), khaki pants or shorts and boat shoes.

Get some day work in your pocket – even if you have to work a few days at a very low wage – even free.

Know what you want.

### **What can I do to increase my chances of finding the right job?**

Return job related phone calls and emails promptly. While you are waiting for an employer to contact you we suggest that you enroll in additional courses to increase your suitability for your dream job. Maritime Training Schools offer entry level courses for interior and deck departments in the following areas:

- Professional Etiquette and Social Skills
- International Table Service (French, Russian, etc.)
- Interior and Exterior Detailing
- Bartending and drink service
- Wine courses
- Flower arranging
- Massage Therapy
- Boat handling and general boat operations
- Please visit our [Crew Services](#) section for list of schools in your area.

[Back to Top](#)

### **Do I have to be in Fort Lauderdale, Antibes, etc. to get a job on a yacht?**

Yes. If you want a job on a yacht, especially if you have less experience, but even if you are experienced, you need to be generally where the yachts are.

Most Captains / owners realize that if they are in the Galapagos Islands, they will have to fly in a candidate. If they are in Nice – they expect you to already be there.

Yachts move around the globe in predictable patterns based on the season.

[Fort Lauderdale](#), Florida is the nucleus of the industry year round and especially during the shoulder seasons (beginning and end of summer and winter). From April to September the Mediterranean ([Antibes, France](#)) and [New England, USA](#) are the hubs of the industry. From October to March the Caribbean becomes the focal point.

We recommend that you base yourself in one of the yachting capitals at the appropriate time of year to facilitate finding a job.

Although we place crew at all times of the year the busiest time for crew turnover is at the end of each season.

### **How does this work, am I hired by Nautic Crew?**

No. We are an introduction service. We pre-screen you and try to get you an interview with the hiring authority. You will interview with them and be employed by them. Our website is database driven, so it is in your best interest to keep your online registration updated. In addition, our crew coordinators have the capacity to introduce you to many employers so approach all interaction with a high level of decorum.

To get the most from our system:

- Login to our site on a regular basis and check your view available jobs page. Our database will alert us that you have applied for a certain position and we will act accordingly to the wishes and criteria you and our client has set forth.
- If you apply for these positions and confirm your interest our crew coordinators will assess your skill set and potential candidacy for the position.
- Most importantly, we request crew to change their availability status to unavailable when they are no longer looking for work.
- If you find work remember to update your availability and experience.
- If you complete a course update your certifications.
- If you update your resume make sure to upload the latest version.

### **Can I come in for an interview or see a crew agent?**

These are two separate questions.

We will send you an invitation for an interview if you pass the application and if we have yachts that we think at first glance would be appropriate for you.

You can come in to see an agent anywhere in the world (where we have offices). Monday, Wednesday and Fridays from 9 AM to 10 AM we are here to meet you face to face and answer questions. The rest of the days we are conducting scheduled interviews and getting candidates introduced to clients.

### **What jobs do you have available?**

Probably a lot. Feel free to review the posted jobs on this website, but don't be surprised if we call you for a job where the client has asked that we not share the full details with the public.

### **Where can I upload my CV, references, picture, license, etc?**

After you register, please feel free to upload your CV here on the crew page, and email your photo's reference letters, licenses and certificates to [info@nauticcrewintl.com](mailto:info@nauticcrewintl.com). Please try to make your file "friendly" by keeping each file to less than 500 KB and sending only .pdf or Word documents.

### **How do I make sure my CV was uploaded properly?**

If you did not get an error message – it uploaded properly.

### **Where is your office located?**

Check out the "[Contact Us](#)" section for driving instructions and an actual map.

[Back to Top](#)

### **Does my employer provide benefits and paid vacation?**

Every job and range of benefits is unique. When you are offered a position with a wage and/or benefit package, you will decide if the package is right for you.

### **Where do the yachts travel?**

Anywhere the owner wants to go. Ranging from The Mediterranean, Italy, France, Greece, Cyprus, Sardinia, and Corsica. The Caribbean: Antigua St. Thomas, St. Maartin and a lot more. Alaska, Galapagos, New Zealand, Australia, Everywhere

### **Are there other resources that provide information about the industry?**

Yes. There are a ton of great resources out there. From industry newspapers and magazines (google: yacht crew magazine) to your national maritime societies. Contact our [Resource Center](#)

### **What should I wear to an interview? What should I bring to the interview? How should I prepare for the interview? What types of questions will they ask me? Who will I interview with?**

That's a lot of questions!

You should dress professionally for any interview (flip through the yachting photos to get an idea of what crew wear – and you should dress the same).

Bring your licenses, certificates, CV, references and a great attitude to the interview.

Prepare by knowing what you want, and be honest with yourself.

We will ask you some really easy, and some really tough questions. The Captain's questions will all be tough. The important thing here is to decide beforehand to be honest. You are interviewing for a job where you will work, play and live in a relatively small space with the same people every single day for about a year or more. You want to make sure that you are comfortable in the environment as much as the Captain wants somebody who will fit in. Don't worry if yacht (A) does not want you, the very things they reject may make you perfect for yacht (B)

First impressions are paramount, it is important to make a terrific, lasting impression.

- Make sure to arrive on time, dress in professional yachting attire and be immaculately presented.
- Bring copies of your resume, licenses and references.
- Please don't chew gum, smell of cigarettes, alcohol or wear excessive jewelry.
- Turn off your cell phone and try to keep your tattoos hidden.
- Greet your interviewer with a firm handshake and make eye contact.
- Speak with confidence and be honest about your experience and ability.
- Be clear about your career objectives and how they apply to your career path.
- Stress positives, avoid negatives.
- Keep your questions focused on the job and its requirements- not the benefits.
- Do not mention Money unless it is brought up by the interviewer.

### **How do I make my interviews successful?**

First impressions are paramount, it is important to make a terrific, lasting impression.

- Make sure to arrive on time, dress in professional yachting attire and be immaculately presented.
- Bring copies of your resume, licenses and references.
- Please don't chew gum, smell of cigarettes, alcohol or wear excessive jewelry.
- Turn off your cell phone and try to keep your tattoos hidden.
- Greet your interviewer with a firm handshake and make eye contact.
- Speak with confidence and be honest about your experience and ability.
- Be clear about your career objectives and how they apply to your career path.
- Stress positives, avoid negatives.
- Keep your questions focused on the job and its requirements- not the benefits.
- Do not mention Money unless it is brought up by the interviewer.

### **How long is an average trip?**

There is no such thing as average in yachting. Expect the unexpected, be flexible and be ready for anything.

[Back to Top](#)

### **Are there certain times during the year in which they do most of the hiring?**

During the winter the Caribbean is hot with jobs, during the summer, the Mediterranean is hot with jobs. Spring and fall are usually a little bit quite, but there is almost always something.

### **Will I be able to find a position on the same yacht as my friend?**

Team's jobs are scarce and we don't place entry level teams.

### **What are the typical crew sizes and yacht sizes?**

Nothing in yachting is typical. Expect anything from 1 person 12 meter yachts to 100 person 100+ meters.

### **Is this a permanent position?**

Usually. We do not focus on freelance jobs. However, these are sometimes available.

### **Do you hire from cruise ships?**

Yes. But we do not hire for Cruise ships

Cruise ship personnel have many skills that transfer to the private yachting industry. It is important to remember that it is not the same industry. Crew on private yachts tend to work longer hours and have more extensive job descriptions with less time off. Captains and engineers with a cruise ship background often have advanced licenses and ISM experience which can be beneficial to luxury yachts so remember to emphasize this on your application and resume. Housekeeping skills are easily transferable and, as such, Cruise Ship Housekeeping personnel are regularly placed in the yachting industry.

However, the move to the yachting industry may require even experienced cruise ship personnel to compromise their hierarchal status and prove they are an integral crew member before moving up the ranks.

### **What is the difference between a charter yacht and a private yacht?**

For the crew – nothing. Private just means the guests are either the owners or friends of the owners. Charter means that the guests have rented the yacht from the owner.

### **What are the living accommodations?**

Very small. 2-4 crew per cabin. No privacy and you must be very neat about your space and person.

### **What are crew houses? Do they have them in every location of where your offices are located?**

Crew houses are reasonably priced (ok, cheap) accommodations that cater to yacht crew who generally need very short-term living arrangements in the yachting capitals while they look for work. We are not affiliated with any crew house but you can check our web site [crew resources](#) for around the Fort Lauderdale Area.

### **I would like to speak to an Agent in person - how can I do that ?**

All our offices worldwide are open for Open House from 9am until 10am on Mondays, Wednesdays and Fridays when you are welcome to come in and talk to any one of our Agents. Our Agents also dockwalk every Thursday morning from 10am to 11am and are always approachable.

### **What are your office opening hours ?**

We are open daily from Monday to Friday from 9am until 4pm. ["Contact Us"](#)

### **I am a newcomer to Yachting - will I get an interview with a Crew Agent ?**

This will be determined once we have all your information and when we are able to schedule you an appointment for a interview Regardless of the location of your yacht or estate we have crew & staff worldwide.

- » You can be assured that each Crew Member has completed a thorough screening and interview process with an experienced Crew Agent.
- » Full Reference Checks are completed before candidates are presented.
- » Each candidate is hand-selected to meet your specific needs.
- » We're here to assist with interview arrangements & offer our Conference Room as a convenient location.
- » We can help guide you in such areas as; [Crew Salary Guidelines](#) and Crew Contracts.
- » We have an extensive database of experienced yachting & estate professionals just waiting for you, whether you are an Owner needing a Captain or a Captain looking for a full crew!

### **Do I need a visa to work on a boat that cruises US waters?**

Many foreign flagged yachts will only hire non-American crew if they hold a B1/B2 visa for the United States. A C1-D visa is not appropriate for private yacht crew. If you do not have a B1/B2 visa a Captain may be willing to hire you on the condition that you are prepared to obtain the visa, then you can apply for the visa using boat documents. Please visit our [Crew Services](#) section for more visa information. [Back to Top](#)

## What are the Basic Entry Qualifications for Superyacht Crew?

For employment on a commercially registered superyacht, the minimum requirement for all crew is basic safety training. Deck and Engineer Officers must meet the certification requirements in accordance with the vessel's characteristics.

## What is a STCW?

The basic safety training is known as [Standards of Training, Certification and Watchkeeping for Seafarers](#) (STCW). This safety training was developed by the [International Maritime Organisation](#) (IMO). The full course comprises four modules/certificates:

Some privately operated yachts may accept applicants who have not yet completed STCW training, however there is also a growing trend even within this category of vessel to employ STCW Crew. However, we strongly recommend therefore that newcomers to yachting complete the basic training before applying for any positions to enhance your prospects for employment.

- Personal Survival Techniques
- Fire Fighting and Fire Prevention
- Elementary First Aid
- Personal Safety and Social Responsibility

All four of these modules must be completed. They can be taken as individual courses or all four together, which takes some 5-6 days.

Nautic Crew International staff would be pleased to recommend the best schools/training facilities in which to take the STCW course.

## Are there any Medical Certificates needed?

Depending on which country the yacht is registered under you may need a valid medical certificate (i.e. a seafarer certificate). Some employers will also expect this, regardless of which flag the yacht flies, as it may be a requirement of the vessel's insurance policies.

We strongly recommend that any new comers to this industry undertake a medical examination with a view of obtaining a valid medical certificate such as the MCA approved Medical, known as ENG1. The list of MCA approved medical practitioners can be obtained from the [MCA website](#). Or contact the local [Fort Lauderdale Physician](#) who is qualified to certify a medical exam to MCA standard.

## Are there any skills that I have that could be utilized on a yacht?

For new to industry crew, there are many ways to make yourself more appealing to yacht owners and Captains. Emphasize your present skills and experience and focus on what characteristics you have may be applicable to the job you desire. There are a variety of skills that can help give you an edge, such as:

- Cooking (not necessarily gourmet, just a love of cooking, preparing simple dishes, and being familiar with a kitchen)
- Nanny / Babysitting / Au Pair
- Formal service training / Silver Service / White Glove
- Bartending
- Carpentry / Woodworking
- Mechanics
- Painting
- Diving / Water sports
- Fishing
- Experience in a Hotel, Resort, Cruise Ship, Restaurant or Estate
- CPR, First Aid certification or any emergency medical training
- Masseuse / Esthetician license

These are additional skills that may contribute to your success for your primary job or they may be a unique position on a larger yacht.

- Dive Master / Instructor
- Fishing Specialist
- Helicopter Pilot / Mechanic
- Massage Therapist
- Nanny
- Medic / Nurse
- Spa / Beauty Therapist

## Do I need other Qualifications?

In order to prove your determination to succeed in the industry we recommend that you take other courses before you apply for a job aboard. This is not absolutely necessary, but they are courses that you will have to take anyway as you progress up the career ladder.

Courses you should consider include: RYA qualifications such as Day Skipper, Power Boat Level 2 and VHF/SRC Radio Operators Certificate or IYT Tender Driving. The MCA approved Yacht Rating Course is acceptable.

[Back to Top](#)

## **Superyacht Crew Resume (CV) Advice**

Your curriculum vitae, (Resume) is in many cases the first impression a prospective employer will know about you. The decision to shortlist you, or indeed to interview you, for a job on a luxury yacht will be taken on the strength of how you CV is presented, the content and quality of writing.

A CV is your selling document, a personal presentation of your experience and objectives.

An employer will probably have dozens of CVs for any one job so yours must stand out. It must be concise, clear and communicate to your potential employer why you will be an asset to his vessel/company.

As well as being concise your CV should not be lengthy, even if you have had many posts. Ideally it should not take up more than two pages of A4. [Sample Resume](#)

### **PLACEMENT PROCESS**

To secure a position through our crew agency the following events take place:

The Applicant's Profile needs to be completed on the on-line database and a resume, photo uploaded. Licensed crew members will need to submit scanned proof of certifications to [info@nauticcrewintl.com](mailto:info@nauticcrewintl.com).

Personal or telephone interviews are conducted and reference verification requested.

The owner or captain contacts us, to request information be submitted to them on applicants meeting the qualifications of their open position. We e-mail the crewmembers to confirm their interest in the opportunity. When both parties are interested we arrange for a meeting or phone conversation to take place.

The Owner or captain decides on whom they wish to hire and an offer is tendered. The Crewmember and the Owner contact us to confirm the details of the Job Offer.

When a job offer is accepted, we are contacted by both parties and an invoice is sent to the owner or captain based on a % of the agreed upon annual salary, separate from the crewmembers pay.

[Back to Top](#)