

LUXURY *Yacht* GROUP

SALARY GUIDELINES are published as a reference only.
Crew reviewing these guidelines should look at their license level, experience and longevity prior to requesting salaries at the upper levels represented here.

Last Updated June 2009.

CAPTAIN

CAPTAIN	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
Senior Master	120 ft. - 200 ft. +	\$8,000 - \$15,000+ per month	10+ years Captain experience / Updated licenses and certificates / History of longevity / Superior management skills / Admirable record of low crew turnover / Global knowledge / Excellent references
Captain	100 ft. - 160 ft.	\$6,500 - \$9,500 per month	5+ years of Captain experience / Updated licenses and certificates / History of longevity / Good knowledge of cruising areas / Management systems in place / Good rapport with crew / Excellent references
Junior Captain	60 ft. - 100 ft.	\$4,000 - \$8,000 per month	2+ years of experience as Captain or Mate / Updated licenses, certificates and training / Excellent references and personal skills / Engineering knowledge

FIRST OFFICER

1 st OFFICER	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS
First Officer (Licensed – Chief Mate or higher)	170 ft. – 250 ft.+	\$7,000 - \$9,000	Typically 5+ years of industry experience including 1st Officer or Captain on smaller vessels / Excellent references / Managerial skills / Wealth of safety knowledge

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OFFICER OF WATCH

OOW	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS
Second Officer (Licensed)	190 ft. - 250 ft. +	\$6,000- \$8,500	Typically 3+ years of industry experience as a Bosun or Mate / Minimum license OOW / Specific experience or knowledge of ISM / ISPS / Safe working practices
OOW (Licensed)	150 ft. – 250 ft.+	\$4,000-\$7,000	Typically 3+ years of industry experience as a Bosun or Mate / Minimum license OOW / Specific experience or knowledge of ISM / ISPS / Safe working practices

MATE

MATE	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
Mate	100 ft. - 170 ft.	\$3,000 - \$6,500 per month	3+ years experience as Deckhand or Bosun / Licenses required / Strong references / Longevity a plus / Great attitude team leadership and strong work ethic!

BOSUN

BOSUN	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
Bosun	150 ft. - 250 ft. +	\$3,000 - \$4,500 per month	1- 3 years experience as Deckhand / Licenses required / Strong references / Longevity a plus / Great attitude and strong work ethic!

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DECKHAND

DECKHAND	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
Deckhand PLEASE NOTE: Higher salary levels reflect pay scales for experienced deckhands / Lower salary reflects entry level range)	120 ft. - 200 ft. +	\$2,300 – \$3,500 per month	An entry level position / On the largest luxury yachts, there maybe as many as 5-7 exterior and deck crew / Duties will be assigned according to your rank / This is the size yacht where entry level crew are most commonly considered / License and certification not always required
	100 ft. - 160 ft.	\$2,300 – \$3,200 per month	An entry level position / On mid-size vessels, there may be 1-3 deckhands / You should learn your daily duties and perform them without instruction. Duties may vary / License and certification not always required
	60 ft. - 100 ft.	\$2,000 – \$3,000 per month	An entry level position / On smaller vessels, there is normally only 1 deckhand/ This job will be multi-functional/ You will be working very closely with the Captain and may be required to do work both inside and outside / Duties may vary / License and certification not always required

DECK / ENGINEER (Combined)

DECK / 2 ND ENGINEER	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
Deckhand / 2nd Engineer (Combined roles)	80ft. – 160ft.	\$3,000 - \$4,000+ per month	Minimum of 1 year's experience / Must have good knowledge of deck duties and some background in engine work / Excellent references / Ability to change roles often and work very hard / Good with guests and owners / Team player

DECKHAND / STEWARD/ESS (Combined)

DECK/STEW	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
Deck / Stew (Combined roles)	110 ft. - 250 ft. +	\$2,000 - \$4,000 per month	Must be highly motivated and hard working / STCW preferred / Must have excellent references and some experience as deck / Stew preferred / Must be flexible / High interaction with guests and owners
	60 ft. - 110 ft.	\$2,000 - \$3,000 per month	Must be highly motivated and hard working / Excellent references /Background in guest services / Flexible / Interaction with guests and owners

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CHIEF ENGINEER

ENGINEER	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
Chief Engineer	180 ft. – 250 ft. +	\$8,000- \$14,000+ per month	10+ years engineering experience / Minimum of an MCA Y1 – Y2 level license / History of longevity / Superior management skills / Excellent knowledge of mechanical, electrical and electronic systems / Team leadership / Excellent references
	120 ft. - 180 ft.	\$6,000 - \$9,500 per month	5+ years experience/ Appropriate license required / Must possess expert knowledge of mechanical, electrical and electronic equipment on board / Excellent references / Troubleshooting abilities/ Good interaction with crew and guests

2nd ENGINEER (Licensed)

2 ND ENGINEER	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
2 nd Engineer	190ft. – 300ft.+	\$5,500 - \$8,000+ per month	5 + year's experience / Minimum of an MCA Y2 – Y3 level license / Must possess expert knowledge of mechanical, electrical and electronic equipment on board / Excellent references / Managerial skills / Troubleshooting / Ability to keep detailed log books and inventory
	160ft. – 190ft.	\$4,500 - \$7,000+ per month	Appropriate license required, based on size and requirement of vessel / Must possess expert knowledge of mechanical, electrical and electronic equipment on board / Excellent references / Troubleshooting abilities/ Good interaction with crew & guests / Ability to keep detailed log books and inventory.

JUNIOR ENGINEER (Licensed)

JUNIOR ENGINEER	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
Junior Engineer	160ft. – 300ft. +	\$3,000 - \$4,500+ per month	At least 1 years experience onboard yachts / Minimum license AEC/ Interest in learning all engineering systems / Teamwork and multitasking / Ready to help in any area of the yacht when needed

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PURSER

PURSER	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
Purser	160 ft. - 250 ft. +	\$4,500 - \$8,000 per month	5 + years experience as a chief stewardess / Administrative, organizational and detailed accounting abilities / Above average computer skills / Management of interior staff / Coordination of contractors, deliveries, services, etc. / Keen eye for interior décor/ Carries out many accounting and administrative duties for the captain / ISM and ISPS knowledge important

CHIEF STEWARD/ESS

STEWARD/ESS	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
Chief Steward/ess	140 ft. - 200 ft. +	\$4,000 - \$7,000 per month	3 + years experience / Administrative, organizational and detailed accounting abilities / Above average computer skills / Management of interior staff and assignment of duties / Superb guest service skills / High interaction with guests & owners / Ability to work long hours
	100 ft. - 140 ft.	\$3,000 - \$5,000 per month	2 + years experience / Primary interface to the guests / Excellent interaction skills / Hard work and discretion / Ability to work well as part of a team / Assist on deck if necessary / Ability to work long hours / Possibly assist in the galley

STEWARD/ESS

STEWARD/ESS	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
2 nd Steward/ess	All yachts	\$2,500 – \$4,500 per month	At least 1 years experience onboard yachts and 3 years in the hospitality industry / “Right hand” to the chief steward/ess / Keen to learn and follow direction
Junior Steward/ess	All yachts	\$2,000 – \$3,500 per month	An entry level position/ Must possess a positive and friendly personality / Drive and determination to learn the trade and do the long hours that are required to earn promotion within the industry

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CHEF

CHEF	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS
Chef	150 ft. - 250 ft. +	\$5,000 - \$10,000 + per month	Typically 3-4+ years experience working on large yachts/ Professionally trained at reputable Culinary Institute / Excellent references / Strong background / Experience in worldwide provisioning and budgeting skills
	100 ft. - 160 ft.	\$4,500 - \$7,000+ per month	2+ years experience working in a Chef's role / Professionally trained / Excellent references / Strong background / Experience in worldwide provisioning / Budgeting skills / Longevity a plus

SOUS CHEF

SOUS CHEF	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
Sous Chef	150 ft. - 250 ft. +	\$3,000 - \$6,000 + per month	Ability to cook well, plan menus, assist the Chef and cook for crew members / Excellent references required / Nutritional knowledge / Ability to multi-task / May require culinary training.

COOK

COOK	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
Cook	60 ft. - 110 ft. <i>(combined position)</i>	\$3,000 - \$4,500 per month	Entry level position / Must be prepared to work long hours and in variety of positions / Ability to cook well, plan menus, cook for guests and crew / Excellent references required / Nutritional knowledge / Great "can-do" attitude!

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The current market is weak for most crew and good for hiring employers with salaries showing modest declines and availability of good crew high.

Licensed engineers remain the only area with short supply and engineer salaries remain stable. Most other roles are seeing modest declines in starting salaries.

Whilst salary numbers are very important to attract a good crew, Luxury Yacht Group recommends creating a complete employment package to attract the very best staff. You should also consider employment terms that include regular pay reviews, annual bonuses, flight expenses and health insurance.

A member of our yacht management team would be happy to discuss crew contractual issues and to create a complete salary recommendation for your yacht.

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