

Job Class Profile: Marine Technician**Pay Level: CG-31 Point Band: 690-703**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	5	3	4	6	4	3	3	3	5	
Points	233	50	25	29	120	65	62	64	54	702

JOB SUMMARY

The Marine Technician performs responsible technical work in overseeing and performing the maintenance and repair work for all provincial ferries.

Key and Periodic Activities

- Co-ordinates, controls and assists with the work of technical staff; provides advice and guidance; provides ongoing technical advice and assistance as necessary; monitors and reports on various vessel maintenance programs.
- Performs various repair tasks as required.
- Oversees the work of subordinate skilled and semi-skilled personnel on a project basis; reviews completed work for accuracy and completeness.
- Makes initial inspections on difficult cases and diagnoses malfunctions; determines amount of repair work to return unit to good running order; checks defective parts and determines whether to replace them; tests all machinery after repairs have been completed to ensure that the work has been completed properly.
- Assists with annual refit of departmental vessels, as requested; orders necessary parts and assists with all contracted work and insurance claims.
- Ensures an adequate supply of parts and tools are maintained for the successful operation of each vessel; authorizes departmental purchase orders and requisitions for parts and services.
- Ensures that all work carried out aboard vessels meet appropriate standards and regulations; meets with federal government officials to discuss vessel repair and maintenance.
- Travels extensively throughout the province for both ongoing monitoring of mechanical condition of vessels as well as in reaction to emergency repair situations; makes periodic visits to ensure certificates and vessels are kept up-to-date.
- Prepares and submits technical reports to supervisor.

SKILL**Knowledge****General and Specific Knowledge:**

- Occupational Health and Safety Guidelines.

- Policies and Procedures.
- Safe Work Practices.
- Marine Equipment Repair.
- Transport Canada Regulations.
- Purchasing procedures and guidelines.

Formal Education and/or Certification(s):

- Minimum: High School Diploma. Journeyperson Certificate in Heavy Duty Equipment (Mechanics) as issued by the Province of Newfoundland and Labrador.

Years of Experience:

- Minimum: 3 to 5 years experience in marine propulsion, auxiliary machinery, marine hydraulics and electrical systems maintenance including experience as a heavy equipment mechanic and in dock work and repairs to marine equipment.

Competencies:

- Ability to follow basic instructions and work processes.
- Ability to apply established techniques to the completion of activities.
- Ability to coordinate a range of related work or project activities.
- Ability to develop new solutions to deal with new problems.
- Ability to provide advice to others on how to solve a problem or address an issue.
- Ability to write straightforward text.
- Ability to repair, calibrate and operate machinery.
- Ability to conduct analysis or assessment.

Interpersonal Skills

- A range of interpersonal/communication skills are used to listen to information from other people; ask questions to diagnose machinery malfunctions; provide routine and complex information, advice and direction to marine engineers and other staff; and gain the cooperation of others to complete work, address issues and/or solve problems.
- The most significant contacts are with the supervisor for direction and guidance when dealing with unusual situations; marine engineers in the provision of technical advice; other skilled and semi-skilled employees when reviewing completed repair work for accuracy and completeness and with federal government officials on vessel repair and maintenance activities and when assisting with the annual refit of vessels.

EFFORT

Physical Effort

- The demands of the job occasionally results in fatigue, requiring periods of rest.
- Lifting or moving parts and tools is an occasional requirement.
- Sitting, standing, walking and climbing are all required in the performance of daily tasks and activities. Working in awkward or cramped positions is also required when performing repair work.
- Manual or physical activities include performing fine finger or precision work; using hand

tools that require accurate control and steadiness; and using gross motor skills.
Concentration
<ul style="list-style-type: none"> — Visual concentration or alertness is required when performing repair tasks; reviewing completed work for accuracy; conducting inspections on difficult cases to diagnose malfunctions; testing machinery; ordering parts; and preparing technical reports, etc. — Auditory concentration or strain is experienced when working in a noisy environment and communicating/interacting with other employees; and listening for unusual noises in machinery to detect problems. — Other sensory demands such as touch and smell are used to determine if machinery is malfunctioning or overheating. — Alertness and concentration are required when performing repetitive repair work. — Higher than normal levels of attentiveness or alertness for the health and safety of others is required when testing the repair work performed to ensure that all work meets the appropriate standards and regulations. — Time pressures and deadlines are experienced when responding to emergency repair situations. Interruptions and lack of control over work pace can occur if an adequate supply of parts and tools are not available. — Exact results and precision are required when performing inspections and repairs; ensuring an adequate supply of parts and tools are available on each vessel; ensuring that all work is carried out aboard vessels in accordance with the appropriate standards and regulations; and that vessel certificates are kept up-to-date.
Complexity
<ul style="list-style-type: none"> — Work involves responsibility for the on-site direction, coordination and testing of all repair work performed on or for all provincial ferries which involves performing tasks or activities that are different but allow the use of similar skills and knowledge. — A typical problem or challenge is diagnosing malfunctions and performing various difficult specialized repair tasks. — Reference material to assist in addressing problems, challenges and issues include direction and guidance from the supervisor; policies and procedures; applicable standards and regulations; service manuals; and Occupational Health and Safety Guidelines.

RESPONSIBILITY

Accountability and Decision-Making
<ul style="list-style-type: none"> — Work is conducted in a highly controlled and regulated environment. Daily activities are performed independently under the general direction of the supervisor. — Without formal approval there is authority to authorize purchase orders and requisitions for parts and services and to order all necessary parts. — Discretion and independence of action can be exercised to determine whether to replace defective parts for vessels.
Impact
<ul style="list-style-type: none"> — Work impacts the immediate work area; department; organization; and on vessel passengers.

- Work activities impact on resources such as equipment; finances; facilities; material resources; health/safety and corporate image positively when all maintenance and repair work is performed accurately and in accordance with appropriate standards and regulations.
- Mistakes or errors can result in delays in ferry schedule; increased financial costs if equipment is not repaired and maintained accurately; equipment damage or breakdown; and health and safety issues for employees and passengers.
- Work is reviewed by technical supervisor through discussions, reports and observations of overall results achieved and errors are typically identified and resolved within hours of problem identification.

Development and Leadership of Others

- Does not have full time responsibility for the direct supervision of bargaining unit staff.
- Work includes providing ongoing technical advice to marine engineers in vessel repair and maintenance work and overseeing the work of skilled and semi-skilled staff, on a project basis, which includes allocating tasks and providing on-the-job advice, guidance, direction, and feedback on completed work.

WORKING CONDITIONS

Environmental Working Conditions

- There is a requirement to wear safety equipment such as a hard hat; safety boots; eye protection; gloves and other personal protective equipment such as a safety harness when working at heights.
- The likelihood of injury or illness resulting from hazards in the job is moderate.
- When performing inspections and/or repair work on a marine vessel, there is exposure to undesirable working conditions such as unusual/distracting noise when working around machinery; dirt, dust, filth or garbage; engine fumes; vibration; sharp objects; dangerous heights or depths; wet or slippery decks or floors; awkward or confining workspaces; and heavy machinery. Extensive travel throughout the Province to monitor the mechanical condition of vessels as well as to respond to emergency repair situations is also required.