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		Print Date: October 24, 2026

Position Title:	Captain
Department & Location:	AMT – JUN, KTN & SIT
Supervisor:	Port Captain
Status:	Seasonal
Effective Date:	

Summary

The primary responsibility of this position is to ensure the safe operation of the vessel and the safety of its passengers and crew. The Captain is responsible for the safe and effective operation of an assigned passenger vessel and supervision of assigned crew. The Captain exercises operational command of the vessel and crew during tour operations and is responsible for safe navigation, passenger and crew safety, tour execution, regulatory compliance, vessel readiness, and overall guest experience quality.

The Captain provides leadership, builds an effective team, maintains crew morale, and communicates operational, safety, and maintenance information to the Port Captain and appropriate shoreside management.

Essential Duties & Responsibilities

Safety and emergency assignments: Direct crew emergency stations, passenger warning, mustering, assembly, assistance, evacuation, and movement control; ensure each crew member understands their assignment and is trained before serving.

Safety readiness: Complete vessel-specific orientation and required drills; know the location and use of lifesaving, firefighting, communication, and emergency equipment within training and authorization. Follow the vessel's Certificate of Inspection, where applicable, and the Captain's safety instructions.

Fitness for duty: Report fit, alert, and unimpaired. Promptly report fatigue, impairment, unsafe conditions, injuries, and incidents to the Captain or supervisor; stop the affected task when unsafe. Report any medication-related restriction affecting safe work through HR or the designated medical process without disclosing unnecessary medical details to supervisors.

- Exercise operational command of the assigned vessel and crew during tour operations, maintaining primary responsibility for safe navigation, vessel operation, passenger and crew safety, and compliance with applicable U.S. Coast Guard regulations and company policies.
- Conduct tours as directed according to descriptions in sales literature, company procedures, and the policy manual.
- Supervise all aspects of tour delivery and tour quality while maintaining safety, professionalism, and appropriate guest service standards.
- Direct, supervise, and support assigned crew members in the performance of their duties. Establish clear expectations, coordinate daily assignments, provide coaching and feedback, address performance or conduct concerns, recognize strong performance, and communicate significant employee concerns to the Port Captain or appropriate management.
- Build a productive and efficient team and promote a respectful, collaborative, and positive work environment throughout the season.
- Evaluate weather, sea conditions, vessel condition, passenger considerations, and other operational factors and take appropriate action to protect the safety of passengers and crew, including modifying, delaying, or discontinuing operations when necessary and communicating such decisions to Operations and/or the Port Captain.
- Supervise and assist with daily vessel readiness and maintenance activities, including cleaning, sewage and fuel pumping, restocking, and routine upkeep.
- Coordinate with the Port Engineer regarding vessel maintenance, mechanical concerns, repairs, and other conditions affecting vessel readiness; assist with repairs when appropriate and within training and authorization.

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- Supervise passenger boarding, safety orientation/demonstration, emergency response, and crowd control.
- Plan, conduct, and document emergency drills, required equipment checks, and safety meetings in accordance with applicable U.S. Coast Guard requirements and AMT policy.
- Maintain navigational equipment and required vessel safety equipment in good working order and promptly report deficiencies or concerns.
- Maintain required vessel logs, operational records, and ship/company documents as directed and ensure required documentation is complete and accurate.
- Provide daily operations reports to the office and promptly communicate safety incidents, passenger or crew incidents, vessel damage, mechanical concerns, delays, operational issues, or other significant events to the appropriate shoreside personnel.
- Promote compliance with company policies, procedures, safety expectations, and applicable regulatory requirements.
- Support a high-quality guest experience by providing professional communication and commentary and ensuring the crew delivers consistent service throughout the tour.
- Participate in training, meetings, inspections, and other operational activities as required.

Drug and Alcohol Compliance and Fitness for Duty

Complete the company-required pre-employment drug test and receive a verified negative result before performing covered vessel duties; HR may accept a documented regulatory exception under 46 CFR 16.210(b) only if authorized by company policy. Participate in unannounced random drug testing, reasonable-cause drug testing, and required drug and alcohol testing following a serious marine incident, as applicable under 46 CFR Part 16 and Part 4, Subpart 4.06. Federal drug testing follows 49 CFR Part 40. Any additional company testing is administered separately under company policy and applicable law.

Do not use alcohol or intoxicants while on duty or work while impaired. On inspected vessels, do not perform scheduled duties within four hours after consuming alcohol, as required by 33 CFR 95.045; stricter company rules also apply. A verified positive drug test or refusal requires removal from covered duties as applicable; return requires all applicable USCG/DOT and company conditions. Regulatory eligibility to return does not guarantee reinstatement. Promptly notify HR of any expiration, suspension, restriction, or loss of a credential required for the assignment, and comply with reporting obligations in applicable company policies. Maintain required credentials and vessel-specific qualifications; do not perform duties outside their scope.

Minimum Qualifications (Knowledge, Skills, and Abilities)

Ability to carry out assigned vessel emergency duties, communicate safety instructions clearly, and respond promptly to passenger and crew safety needs, with or without reasonable accommodation. Complete required vessel-specific training before performing assigned duties.

- Experience operating passenger-carrying vessels.
- Ability to safely operate and navigate an assigned vessel within the scope of the employee's current and applicable U.S. Coast Guard credentials.
- Demonstrated leadership and supervisory ability.
- Ability to communicate clearly and professionally with passengers, crew members, the Port Captain, Operations, and shoreside departments.
- Ability to speak clearly on the P.A. system and provide appropriate commentary.
- Organized, dependable, and prompt.
- Conflict resolution and problem-solving skills.
- Ability to conduct required U.S. Coast Guard drills and respond appropriately to emergencies.
- Must meet the drug-testing and fitness-for-duty requirements in this job description.

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Required Certifications & Licensure

- 50–100-ton (minimum) USCG license, as applicable to the assigned vessel, position, and port.
- Required FCC Marine Radio Operator Permit (MROP).
- Valid U.S. driver's license and acceptable driving record.

The following must be obtained on or before the employee's first day of employment.

- Valid, unexpired USCG-approved First Aid / CPR Certification.
- Valid, unexpired Alaska TAP (Training for Alcohol Professionals) card.
- Valid, unexpired Alaska Food Worker Card.

Preferred Qualifications

- Prior experience in the marine tourism industry, particularly on passenger vessels.
- Hospitality experience preferred.
- Experience operating vessels in Southeast Alaska.
- Knowledge of diesel mechanics, waterjet propulsion, and electrical systems.
- Mechanical aptitude and engine room experience.
- Diesel mechanic or electrical/electronic background.

Traits and Characteristics

To deliver world-class experiences guided by the following Alaska Native cultural values, safely and sustainably.

Embrace Traditional Alaska Native cultural values, including humility and pride, respect for all people (including oneself), respect for nature, humor, patience, strength, and holding each other up.

Follow & Deliver Core Values:

- **Safety First:** We prioritize our guests' and team members' safety and well-being, ensuring secure and enjoyable experiences.
- **World-Class Employment:** We strive to be a world-class place of employment, valuing hard work, mentorship, a sense of ownership, and opportunities for career growth.
- **World-Class Guest Services:** We are committed to exceeding guest expectations, delivering world-class experiences that showcase our hospitality and the beauty of Alaska.
- **Collaborative Professionalism:** Embracing collaboration within our organization with a professional spirit, understanding that amidst laughter and play, our dedication to excellence and integrity remains unwavering.
- **Community Collaboration:** Actively choosing to partner with neighbors and the community across Alaska, making a conscious effort to support local businesses and create social and economic opportunities through meaningful cooperation beyond our organization.
- **Sustainability at our core:** We are dedicated to sustainable operations for future generations.
- **Curiosity & Innovation:** We encourage a culture of curiosity and innovation, striving to be early adopters in technology and staying ahead in our commitment to continuous improvement.
- **Integrity-Driven Decisions:** Integrity guides every decision we make, ensuring transparency, honesty, and ethical conduct in all aspects of our operations.
- **Cultural Respect & Sharing:** We deeply celebrate and honor our Alaska Native heritage, fostering intergenerational connections, embracing family values, and contributing to the cultural richness of our communities.

Environmental Conditions

The environmental conditions are those that an employee may be subject to while performing the essential functions of this job.

- Moderate to loud noise levels and exposure to all weather conditions.
- Frequent use of required personal protective equipment, including rain gear, hearing protection, and a life preserver.
- Temperature consistent with ambient outdoor conditions and/or hot engine room temperatures.

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- Regular exposure to vessel movement, machinery, fuel, maintenance activities, and other marine operating conditions.

Physical Demands

The physical demands are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions.

- Must be able to lift and/or move up to 50 pounds.
- Ability to walk on uneven deck surfaces and cross from vessel to vessel.
- Ability to stand for extended periods of time.
- Ability to walk up and down stairs while the vessel is moving.
- Ability to climb ladders and fit through voids/hatches.
- Ability to move throughout the vessel and respond to emergencies as required.
- Reasonable accommodation may be provided to enable individuals with disabilities to perform essential functions.

Work Environment

Regular vessel service includes marine hazards and responsibility for passenger and crew safety. Maintain readiness for assigned emergency duties throughout the shift. Follow applicable company safety and incident-reporting policies, including any adopted DUI/DWI reporting requirements.

The work environment characteristics described here are representative of those encountered by an employee while performing the essential functions of this job.

- This is a fast-paced and dynamic work environment with a diverse workforce.
- Ability to work a flexible schedule to include weekends and holidays during the tour season.
- Must comply with applicable USCG requirements and AM Owners Group and affiliated companies' Drug and Alcohol Policies and Procedures, including the designated testing administrator's procedures.

Safety Sensitive Vessel Crew Position

The primary responsibility of this position is to ensure the safe operation of the vessel and the safety of its passengers and crew. This is a safety-sensitive vessel crew role with assigned operational and emergency-response duties. These responsibilities take precedence over all other duties, including tour narration, education, hospitality, retail, and guest service.

The Captain exercises operational command of the assigned vessel and directs crew safety and emergency assignments. Applicable USCG requirements include 46 CFR Part 16, 46 CFR Part 4, Subpart 4.06, and 33 CFR Part 95. Random drug-testing coverage is based on assigned duties under 46 CFR 16.230, including required crew functions and emergency passenger assistance or control.

This is a vessel-based crew position whose duties contribute to the vessel's operation and mission and involve regular exposure to marine hazards. For employees with a substantial employment connection, in both duration and nature, to a vessel in navigation or an identifiable fleet, the Jones Act (46 U.S.C. 30104) and applicable general maritime law govern seaman injury rights and remedies. Nothing in this description waives applicable rights, including maintenance and cure where legally available.