

MIMRA Position Description	
1	Authority: Marshall Islands Marine Resources Authority
2	Job Title: Boat Engineer
3	Pay Level:
4	<p>Location and Working Conditions:</p> <ul style="list-style-type: none"> ● Position Location: Outer Island Fish Market Center (OIFMC) – Majuro ● Two-year contract with 6-month probation period and possibility of extension subject to performance evaluation. ● Full time (56 hours per week). <p>Marine engineers spend extended periods at sea and are required to endure a wide range of weather conditions, often damp and cold. Mariners also face the risk of sudden severe storms, the challenges of handling heavy loads, and the demands of navigating at night.</p> <p>Despite these hazards, modern safety management systems, advanced emergency communications, and effective international rescue operations have made seafaring far safer than in the past. Nevertheless, some mariners find it difficult to cope with long absences from home and the confined environment aboard ship, leading many to eventually leave the profession.</p> <p>Physical Demands</p> <p>The Engineer spends long hours monitoring engine and navigational equipment while the vessel is in operation. During fish collection, they are also responsible for assisting fishermen by distributing ice, fishing gear, fuel, and other supplies. In addition, the Engineer must sort, categorize, weigh, stow, and properly ice all fish products—often at irregular hours—resulting in the loss of normal rest and sleep.</p> <p>Environmental Conditions</p> <p>The Engineer remains confined aboard the vessel, often operating in the outer islands or open seas, where they must endure unexpected severe weather conditions and other associated hazards.</p> <p>Sensory Demands</p> <p>The incumbent will spend long hours assisting fishermen—distributing ice, fishing gear, fuel, and other supplies, as well as sorting, categorizing, weighing, stowing, and icing all fish products—while at fishing sites. In addition, they will be responsible for prolonged monitoring of navigational equipment and engine performance during travel, a task that demands a high level of attentiveness.</p> <p>Mental Demands</p>

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	This position involves numerous demands and pressures that can lead to significant stress. The incumbent must also interact with a diverse range of individuals, particularly fishermen and passengers, addressing various issues as they arise.	
5	<p>Purpose: A Transport Vessel Engineer is responsible for operating and maintaining propulsion engines, generators, pumps, and other machinery on board transport vessel. Engineers are required to stand watch for specified periods overseeing the safe operation of engines and machinery when vessel is in operation.</p> <p>The vessel Engineer must also attend to other responsibilities within fish collection procedures, such as securing fuel and supplies, distribution of fuel, ice and other supplies. Must create a cargo and passenger manifest to ensure accountability of all cargo and passengers aboard ship. The Engineer is responsible for and must ensure that vessel fueling process in compliant of EPA-Environmental Protection Agency fueling regulations, and must have all necessary logs up to date along with the documentation and certificates on the ship - [Ministry of Transportation, Communications & Information Technology regulations] In addition; Engineer is expected to comply with all OIFMC policies & procedures. The Engineer must assist other boat Captains in responding to and report in on accidents, incidents, injuries and illness among the passengers and crew aboard the ship.</p>	
6	Position Responsibilities/Duties:	Performance Indicators:
6.1	<ul style="list-style-type: none"> Perform the day-to-day duties of a Boat Engineer to ensure a safe and efficient operation of OIFMC Transport vessels. Main Activities: <ul style="list-style-type: none"> Fabricate engine replacement parts such as valves, stay rods, and bolts, using metal working machinery. Install engine controls, propeller shafts, and propellers. Maintain and repair engines, electric motors, pumps, winches and other mechanical and electrical equipment, or assist other crew members with maintenance and repair duties. Maintain electrical power, ventilation, water, and sewage systems. Monitor and test operations of engines and other equipment so that malfunctions and their causes can be identified. 	<ul style="list-style-type: none"> Engine replacement parts (valves, stay rods, bolts) are fabricated accurately and safely using metalworking machinery. Engine controls, propeller shafts, and propellers are installed correctly, with no operational defects. Engines, electric motors, pumps, winches, and other mechanical/electrical equipment are maintained and repaired within scheduled timelines. Preventive maintenance schedules are adhered to; unplanned equipment downtime is minimized. Engine, machinery, and equipment malfunctions are identified and reported promptly. Engines, machinery, and equipment are monitored continuously while underway, with abnormalities reported immediately. Electrical power, ventilation, water, and sewage systems are maintained in safe and operational condition. Ships' engines and power transmissions are started, regulated, and controlled according to the Captain's instructions. Activities of marine engine technicians are supervised effectively; work is inspected for quality and compliance with standards. Communication with the Captain, shore personnel, and site managers is accurate, timely, and clear. Schedules and budgets for vessel operations are supported through efficient coordination.

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<ul style="list-style-type: none"> ○ Monitor engine, machinery, and equipment Indicators when vessel is underway, and report abnormalities to appropriate personnel. ○ Perform general marine vessel maintenance and repair work such as repairing leaks, finishing interiors, refueling, and maintaining decks. ○ Start engines to propel ships, and regulate engines and power transmissions to control speeds of ships, according to directions from captain ○ Supervise the activities of marine engine technicians engaged in the maintenance and repair of mechanical and electrical marine vessels, and inspect their work to ensure that it is performed properly. ○ Act as a liaison between a ship's captain and shore personnel to ensure that schedules and budgets are maintained and that the ship is operated safely and efficiently. ○ Clean engine parts, and keep engine room clean. ○ Maintain complete records of engineering department activities, including machine operations. ○ Monitor the availability, use, and condition of lifesaving equipment ensuring that Maritime Safety regulations are followed. ○ Operate and maintain off-loading liquid pumps and valves. ○ Order and receive engine room's stores such as oil and spare parts; maintain 	<ul style="list-style-type: none"> ● Engine room and vessel decks are kept clean and organized; tools and equipment are stored properly. ● General maintenance tasks (repairing leaks, finishing interiors, refueling, cleaning) are completed efficiently. ● Off-loading pumps and valves are operated and maintained without incident.] ● Engineering department activities, machine operations, and maintenance logs are recorded accurately and timely. ● Inventories of oil, spare parts, fuel, ice, and other supplies are maintained and usage recorded precisely. ● Logs for fuel sales, ice distribution, and other supplies are entered correctly for verification purposes. ● Lifesaving equipment is monitored regularly; compliance with Maritime Safety regulations is ensured. ● Vessels are inspected to confirm safe and efficient operation of equipment and regulatory conformance. ● Fire extinguishers, life preservers, navigational systems, and other onboard equipment are maintained in operational condition. ● Ice, fuel, and supplies are distributed efficiently to fishermen at all times. ● Fishing conditions, catch rates, and operational updates are communicated clearly to managers, co-workers, and the Captain. ● Cargo and passenger loading/discharging is monitored to ensure safety and accuracy; appropriate fees/collections are recorded correctly.
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	<p>inventories and record usage of supplies.</p> <ul style="list-style-type: none"> ○ Must record all relevant activities in engineering logs ○ Communicating with Site managers and Ebeye base - Providing information to ○ managers, co-workers, and Captain by radio or in person in regards to fishing conditions, catch rate, etc. ○ Monitor and Control the distribution of ice ○ Entering Logs for Fuel sales, Ice and other supplies per inventory purposes and verification. ○ Inspect vessels to ensure efficient and safe operation of vessels and equipment, and conformance to regulations ○ Monitor the loading and discharging of cargo or passengers and collecting fares ○ Distribute fuel and supplies ○ Maintain equipment's on board, such as engines, winches, navigational systems, fire extinguishers, and life preservers. 	
6.2	<ul style="list-style-type: none"> ● Comply with newly established working procedures to ensure that cargo and passenger operations are effective and efficient. Main Activities: <ul style="list-style-type: none"> ○ Check receipts prior to loading cargo (Majuro/Ebeye Port) ○ Check receipts prior to allowing passengers aboard (Majuro/Ebeye Port) ○ Create a log manifest of all cargo and passengers to ensure fare collection is accountable ○ During offloading double check cargo manifest to 	<ul style="list-style-type: none"> ● All cargo receipts are checked prior to loading at Majuro/Ebeye ports, ensuring accuracy against manifests. ● All passenger receipts are verified prior to boarding, confirming fare payment. ● No passengers or cargo from Outer Islands are allowed aboard without full payment, with zero exceptions. ● Payments for all passengers and cargo from Outer Islands are received directly by the vessel captain, in compliance with procedures. ● A complete log manifest of all cargo and passengers is created prior to departure. ● Cargo manifests are double-checked during offloading to ensure all cargo is accounted for. ● Log manifests are accurately maintained and submitted with sales records upon arrival at Ebeye port.

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	<p>ensure that all cargo is accounted for</p> <ul style="list-style-type: none"> ○ All passengers and cargo inbound from Outer Islands must be paid for prior to loading and boarding vessel; no exception ○ All Passengers and cargo inbound from outer Islands shall be paid directly to the Vessel captain ○ Must process receipts for all paid passengers and cargo ○ Create a log manifest of all passengers and cargo and must be turned in with sales upon arrival at Ebeye port Manifest shall be used to clear all passengers and cargo, ensuring that fares are accountable and that all cargo are accounted for. 	<ul style="list-style-type: none"> ● All manifests allow for proper fare accountability and ensure that all cargo and passenger movements are traceable. ● Cargo and passenger loading and offloading operations are completed efficiently and in accordance with established procedures. ● Receipts and manifests are processed without errors or delays. ● Discrepancies in payments or cargo counts are identified and resolved promptly. ● All activities consistently adhere to newly established working procedures. ● Documentation of transactions (receipts, manifests, payments) is complete, accurate, and auditable. ● Accountability measures are followed to ensure financial integrity and operational transparency.
6.3	<ul style="list-style-type: none"> ● Comply with newly established working procedures to ensure that fish collection operations are effective and efficient. Main Activities: <ul style="list-style-type: none"> ○ Monitor the distribution of ice ○ Complete fuel logs to verify fuel sales ○ Sort out fish products personally to effectively implement size limits and avoid purchasing sub quality fish products ○ Passenger and Cargo revenues are directly collected by Captain and crew ○ Verify all fish product purchases ○ Stowe and Ice fish products into vessel fish holds 	<ul style="list-style-type: none"> ● Distribution of ice is monitored effectively to ensure fish products are properly preserved. ● Fish products are sorted according to established size limits, ensuring no sub-quality or undersized fish are purchased. ● Fish products are correctly stowed and iced in vessel fish holds to maintain quality and prevent spoilage. ● Passenger and cargo revenues are collected directly by the Captain and crew in compliance with procedures. ● All fish product purchases are verified for accuracy, including quantity, size, and quality. ● Fuel logs are accurately completed and maintained to verify fuel sales. ● Fish collection operations are conducted in a timely and organized manner. ● Sorting, stowing, and icing of fish are performed efficiently to minimize delays or spoilage. ● Discrepancies in fish purchases, ice distribution, or fuel sales are identified and resolved promptly. ● All activities adhere strictly to newly established working procedures. ● Documentation of fish purchases, ice distribution, and fuel sales is complete, accurate, and auditable. ● Operational procedures are followed to ensure accountability, quality control, and efficiency in fish collection.

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6.13	Other duties: <ul style="list-style-type: none"> Perform other related duties as directed by the Director, Deputy Director or Chief of Coastal Fisheries Division 	
7	Reports Directly to:	Captain of the Vessel & OIFMC Market Manager
8	Person Specification for this Post:	
8.1	Role Related Skills/Capacity:	<ul style="list-style-type: none"> The incumbent must have proficient knowledge in the following areas: <ul style="list-style-type: none"> Some boat handling and navigational skills Excellent maintenance, engineering and technical / troubleshooting experience Mechanical — Knowledge of machines and tools, including their designs, uses, repair, and maintenance. The incumbent must be able to demonstrate the following skills: <ul style="list-style-type: none"> Operation and Control - Controlling operations of equipment or systems. Operation Monitoring - Watching gauges, dials, or other indicators to make sure a machine is working properly. Repairing - Repairing machines or systems using the needed tools. Equipment Maintenance - Performing routine maintenance on equipment and determining when and what kind of maintenance is needed.
8.2	Communication and Language Skills:	<ul style="list-style-type: none"> Effective Communication skills. Coordination skills
8.3	Personal Attributes:	<ul style="list-style-type: none"> Troubleshooting - Determining causes of operating errors and deciding best course of action. Time Management - Managing one's own time and the time of others. Quality Control Analysis - Conducting tests and inspections of products, services, or processes to evaluate quality or performance Problem Sensitivity - The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem. Control Precision - The ability to quickly and repeatedly adjust the controls of a machine or a vehicle to exact positions. The ability to quickly and repeatedly adjust the controls of a machine as needed Oral Expression - The ability to communicate information and Ideas in speaking so others will understand. Written Comprehension - The ability to read and understand information and ideas presented in writing. Far Vision - The ability to see details at a distance. Ability to remain calm in an emergency situation

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		<ul style="list-style-type: none"> • Time Sharing — The ability to shift back and forth between two or more activities or sources of information. • The incumbent must maintain strict confidentiality in performing the duties of the Finance and Administrative Officer. The incumbent must also demonstrate the following personal attributes: <ul style="list-style-type: none"> ○ Honest and trust worthy ○ Respectful ○ Possess cultural awareness and sensitivity ○ Flexible ○ Demonstrate solid work ethics
8.4	Education:	<ul style="list-style-type: none"> • Basic Education <ul style="list-style-type: none"> ○ High School Diploma or GED (Courses in math, physics, and mechanical/automotive tech ○ Vocational or Technical School Diploma (Optional but Beneficial) – Programs in marine engineering, diesel mechanics, or electrical systems provide hands-on skills. • Licensing and Citification <ul style="list-style-type: none"> ○ Specialized training in diesel engines, electrical systems, refrigeration, and safety procedures. ○ STCW Certification ○ Marine Engineer Officer License ○ Apprenticeships or cadet programs on ships are often required to gain sea time and hands-on experience. ○ On-the-job training for specific vessel systems is common.
8.5	Experience:	<ul style="list-style-type: none"> • The incumbent would normally attain the required knowledge and skills through a certain amount year of seagoing experience and must pass the written test administered by the Ministry of Transportation, Communications & Information Technology Equivalencies will be considered.
9	Endorsement:	
9.1	MIMRA Executive Director	Name: Sign: Date:
9.2	(insert position) (I certify that I have read and fully understand the responsibilities assigned to this position)	Name: Sign: Date:

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