



Fishing
means
the world
to us.™

We're Hiring

First Mate, Offshore Factory Freezer Vessel

Ocean Choice International is one of Atlantic Canada's most diversified seafood companies, sustainably producing and marketing a full range of shellfish, groundfish and pelagic species. Our success is driven by our people and our strong connection to the communities where we live and work.

We are currently recruiting for the position of **First Mate** to join our groundfish offshore factory freezer vessel. The First Mate is a senior officer responsible for supporting the Captain in the safe and efficient operation of the vessel, providing leadership to the deck crew, overseeing fishing and deck operations, and ensuring compliance with company policies, safety standards, and regulatory requirements.

Responsibilities:

- Act as the Captain's second-in-command, providing leadership and supervision to the deck crew while ensuring the safe, efficient, and compliant operation of the vessel.
- Support the Captain in the navigation and operation of the vessel, including standing navigational watches, coordinating deck operations, and overseeing fishing activities.
- Promote a strong safety culture by ensuring compliance with company policies, regulatory requirements, and safe work practices, including leading emergency preparedness, incident investigations, and the vessel's Occupational Health and Safety Committee.
- Oversee the inspection, maintenance, and operational readiness of navigation, communication, safety, emergency, and deck equipment, ensuring all required inspections and records are completed.
- Coordinate crew orientation, training, certifications, and operational documentation to support regulatory compliance and continuous crew development.
- Manage the procurement, inventory, maintenance, and storage of fishing gear, safety equipment, navigational charts, and other operational supplies.
- Ensure compliance with environmental regulations and responsible fishing practices while supporting safe, efficient, and sustainable vessel operations.
- Complete vessel inspections, monitor operational performance, and identify opportunities to improve safety, productivity, and catch quality.
- Participate in a trip-on/trip-off rotation and perform other duties as assigned by the Captain.

Qualifications:

- Fishing Master's Class III Certificate of Competency or higher, with all certifications required to serve as First Mate on an offshore fishing vessel.

- Valid Transport Canada Seafarer's Medical Certificate, Marine Emergency Duties (MED), ECDIS certification, and all other required marine certifications.
- Minimum five (5) years of progressive experience in the commercial fishing industry, including experience in a senior deck officer or supervisory role.
- Demonstrated knowledge of vessel navigation, bridge resource management, fishing operations, offshore vessel systems, and applicable marine regulations.
- Strong leadership, communication, organizational, and decision-making skills, with the ability to lead crews and respond effectively in emergency situations.
- Proficiency with Microsoft Office and electronic navigation, reporting, and vessel management systems.
- Valid Code of Conduct and a demonstrated commitment to safety, professionalism, and environmental stewardship.

An equivalent combination of education and experience will also be considered. Salary will be commensurate with qualifications and experience. An excellent benefits package is available.

Interested candidates should apply in writing to hrcrewing@oceanchoice.com or mail resumes on or before to:

Ocean Choice International
Attention: Human Resources
1315 Topsail Road
St. John's, NL A1B 3N4

[Ocean Choice is an equal opportunity employer.](#)