



Fishing
means
the world
to us.™

We're Hiring

Captain , 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 a **Captain** to join the senior leadership team aboard one of our offshore groundfish vessels. As Master of the vessel, the Captain is responsible for the safe, efficient, and compliant operation of the vessel while providing leadership to the crew and ensuring the highest standards of safety, operational excellence, and responsible fishing practices.

Responsibilities:

- Assume overall command and accountability for the safe, efficient, and compliant operation of the vessel, including navigation, fishing operations, crew management, cargo handling, and vessel seaworthiness.
- Lead, mentor, and manage all vessel personnel, fostering a strong culture of safety, professionalism, teamwork, and operational excellence.
- Ensure compliance with all applicable company policies and procedures, as well as Transport Canada, Fisheries and Oceans Canada (DFO), Canadian Food Inspection Agency (CFIA), and international marine regulations.
- Direct the safe navigation and operation of the vessel, making sound operational decisions based on weather, sea conditions, fishing activities, and other operational considerations.
- Oversee the maintenance, inspection, and certification of the vessel, its equipment, and all required regulatory documentation to ensure ongoing operational readiness and compliance.
- Ensure emergency preparedness by overseeing safety programs, emergency drills, hazard identification, incident investigations, and the vessel's emergency response procedures.
- Maintain accurate operational records, including vessel logs, fishing activities, positions, weather conditions, certifications, and other regulatory documentation.
- Oversee the procurement, inventory, and management of vessel supplies, fishing gear, equipment, ship's stores, and operational resources.
- Promote environmental stewardship and responsible fishing practices while ensuring the efficient and sustainable operation of the vessel.
- Work collaboratively with the First Mate and senior officers to monitor vessel performance, support continuous improvement initiatives, and maintain high standards of safety, productivity, and catch quality.

- Participate in a trip-on/trip-off rotation and work collaboratively with the opposite rotation while in port to ensure effective communication, knowledge transfer, and operational continuity.
- Perform other duties as required to support the safe, efficient, and successful operation of the vessel.

Qualifications:

- Valid Fishing Master's Class III Certificate of Competency, with all certifications required to serve as Master of an offshore fishing vessel.
- Valid Transport Canada Seafarer's Medical Certificate, Marine Emergency Duties (MED), ECDIS certification, and all other required marine certifications.
- Minimum ten (10) years of progressive experience in the commercial fishing industry, including significant command experience aboard offshore fishing vessels.
- Extensive knowledge of factory freezer trawler operations, including vessel handling, navigation, fishing operations, bridge resource management, and critical vessel systems.
- Demonstrated ability to safely command and maneuver an offshore fishing vessel, determine fishing grounds, plan voyages, and make sound operational decisions in varying weather and sea conditions.
- Strong leadership, communication, organizational, and decision-making skills, with the ability to effectively lead crews, manage vessel operations, and respond confidently in emergency situations.
- Thorough knowledge of Transport Canada, Fisheries and Oceans Canada (DFO), Canadian Food Inspection Agency (CFIA), occupational health and safety, environmental regulations, and marine industry best practices.
- Proficient in Microsoft Office and electronic navigation, reporting, and vessel management systems.
- Valid Code of Conduct and a demonstrated commitment to safety, professionalism, operational excellence, 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 to:

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

Ocean Choice is an equal opportunity employer.