



Job Applicant:

Schooner Creek Boat Works is an Oregon Corporation, located at the west end of Hayden Island on the Columbia River. We currently occupy a 30,000 sq ft building, with outside space for an additional 20-30 yachts. There are 1000 ft of concrete docks in a protected bay, a 50-ton dry-dock, and two Travelifts, rated at 20 tons and 70 tons.

Our normal work schedule is Monday through Friday, 8am to 5pm, with the opportunity for overtime in the busy season of the year. Our primary business is the maintenance and construction of pleasure vessels, both sail and power. We commonly employ 30-40 people of varying skill levels and abilities. We maintain our work force year-around, and do not have regular seasonal lay-offs.

Our employees range from unskilled individuals, with little work experience, to highly skilled workers who are capable of building a boat unaided from rudimentary drawings. Most journeyman-level employees have skills in one or more particular areas, such as woodworkers, fiberglass technicians, painters, electronics technicians, mechanics, etc.

Our new-hire workers will commonly fall into one of four categories:

- Skilled boatyard workers with several years' professional experience in applicable yacht repair.
- Workers with skills in other fields that would be directly applicable to the type of work done at Schooner Creek.
- Workers skilled in other fields, with no previous professional boat experience, or applicable skills that would cross over.
- Workers with little skill or experience.

Schooner Creek is always interested in discussing potential employment with workers in the first two categories, and will commonly attempt to "create" a position for highly skilled persons applying. It should be noted that some skills do not transfer well: for example, a wood cabinetmaker would be more likely to be evaluated on their life or business skills, rather than on their cabinetmaking ability. With the exception of the tool-use abilities, very little of their cabinetmaking skills will be utilized in the repair of boats.

Workers in the second two categories are normally only hired in the busy season of the year, i.e. spring, summer and early fall. Typically, new unskilled employees are assigned to the yard, and will spend the first year lifting boats, washing bottoms, sanding and painting bottoms, and buffing boats; before advancing to other positions. This is physically demanding work, often outside, in all weathers. Boat building apprentices are normally selected from individuals who have already shown their reliability and willingness to promptly follow instructions in the yard environment.

Prospective employees should note that Schooner Creek Boat Works does not consider itself to be a training ground for a future world cruiser, but rather for boatyard workers. Schooner Creek bases employment advance, both positional and monetary, on the performance and aptitude of the employee; in the past, some employees have doubled a starting wage in fourteen months, others have been at the same wage after a similar period. In considering potential advancement, Schooner Creek will in addition consider the adequacy of the tools possessed by the employee for the position sought; both potential and existing employees will not be placed in positions for which they are not equipped. It should be noted that, in maintaining year-around employment for workers, Schooner Creek may require workers to perform tasks outside of their "normal" job functions: at times highly skilled employees may be washing boat bottoms.

With the above in mind, we encourage prospective employees to fill out an application completely, preferably in person. Applications are evaluated firstly, with attached materials such as resumes considered as supplemental to the application. Please feel free to update an application as required, applications are typically held for six months to a year. Please list all applicable skills and certifications on your application; we have in the past selected an applicant on the basis of skills unrelated to the job for which they were applying.

Schooner Creek Boat Works is proud to offer stable employment to career-minded employees. We welcome your application for employment.