



# Job Description: Team Leader

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## Brief Description:

The Team Leader (TL) will be in overall command of the ESS&SA Security Team. ESS&SA's Team Leaders have extensive experience in merchant maritime transit employment. The Team Leader is always the primary contact for any questions from the team members directed to the company or questions from the company regarding the transit or operational matters. His high level of analytical skills and the ability to translate findings into written reports will result in constructive feedback to the company. He has strong leadership and team management skills to give instructions and directions to multiple operators. The Team Leader has the capacity to cope with unexpected developments and respond in a manner to ensure the safety and security of the crew, master assets and security team.

## Roles and responsibilities:

- Responsible for the evaluation of the risk assessment
- Observation of the crew
- Advise and assist the crew in the implementation of the hardening according to BMP
- Responsible for the internal/external checks of the hardening
- Responsible in determining a suitable location for the Citadel
- Regular checks of the communication equipment to be used during watch on the bridge
- Observation and advising of the crew during the Citadel drill
- Responsible for the firearms and equipment check/maintenance and report to the Company in case of deviations
- Responsible for the safe and correct execution of test firing/zeroing/training in regard to the use of firearms
- Provide information during watch duties and advise the officers and crew with regard to safety and observation
- Observe ship safety routine, health and safety notices
- Provide written statements to the company during an incident
- Comply with ISPS codes requirements in Port/OPL, when required
- Responsible in identifying suitable firing and tactical positions and the proper hardening of these positions
- Responsible to carry out drills and exercises on board the vessels
- To oversee and coordinate role play
- Establishment of continued availability of Team Members during operations, i.e. firearms competency, identification of mental fitness and identification of physical fitness
- Carrying out a security assessment of the vessel
- Management and reporting of incidents on the vessel and reporting to the company
- Full responsibility for all reporting
- Attend briefings with Operations and brief the team on operational order and post mission briefings
- Recording and accountability of equipment and firearms received from agent
- Briefing the Master and crew
- Direct and supervise test/zeroing/training of firearms, equipment and safety related aspects
- Coordination of all ESS&SA exercises and drills on-board
- Inform the company immediately in situations of any unsafe situation
- Invoking the Rules on the Use of Force (RUF)
- Act as a trusted consultant to the master on security related aspects

## Competencies:

- Strong leadership and team management skills
- Thorough knowledge of the operational environment including International, Regional and Governmental organisations
- Thorough understanding of the current maritime piracy situation

- Thorough understanding of the BMP and implementation thereof
- Thorough understanding of the roles and responsibilities of the team members and their authorities
- Fair aptitude of analytical skills
- Thorough knowledge, written and spoken, of the English language
- Ability to give clear and concise feedback
- Basic knowledge of the maritime industry guidelines/conventions (e.g. STCW95, ISPS)
- Advance level of knowledge, skills and handling of various semi-automatic rifles/ carbines
- Understanding the usage of two way communication systems (VHF/UHF)
- Attention to detail and ability to respond accordingly
- Ability to give instructions and directions possessed in the chain of command
- Thorough knowledge of risk identification and responsibility to respond and react accordingly
- Fair understanding of ballistic capabilities
- High degree of professionalism and discipline
- Good level of personal physical fitness
- Understanding of the Master's authority
- Integrity, teamwork and leadership
- High level of initiative and motivation
- Problem solving skills suitable for a complex and fast-moving professional environment
- Capacity to cope with unexpected development and disruptions
- Detailed knowledge of the maritime environment
- Thorough knowledge of ship types
- Thorough knowledge of RUF in general
- General knowledge of relevant international/national laws, SOLAS, ISM, ISPS and current BMP's
- Firearms handling, pure maintenance, safety procedures and identification of discrepancies
- Thorough understanding of the limitation of the Security Team in relation to the authority of the master
- Ability to manage operational risks
- Ability to instruct other team members during on board training (Toolbox meetings)
- Capacity to cope with unexpected developments and respond in a manner to ensure the safety and security of the crew, master assets and security team
- High level of analytical skills and the ability to translate the findings into written reports and constructive feedback
- Determining further training needs for on going training and providing his feedback to the operations department
- Ability to promote and exemplify company working ethics and standards
- Ability to provide constructive feedback to the company on evaluations of the team, transit and contractors performance
- Patience, empathy, and the ability to act decisively when necessary
- Ability to work under pressure for extended periods in a consistently composed and professional manner
- Good organisation and time management skills, process-driven and eye for detail
- Proactive, solution-based approach to taking on tasks outside your core competence
- Enthusiastic and positive attitude under pressure

### **Authority:**

- Authority to react according to own judgement when perceiving an imminent threat according to company RUF
- Authority to refuse unethical and illegal instructions
- Authority to refuse furtherance of operations upon perceiving unsafe conditions
- Authority to invoke the RUF
- Authority to perform on board training
- Authority to make decisions to deviate from prescribed ConOps in situations of High Risk unsafe situations
- Authority to enforce disciplinary action at the start and end of operations
- Authority to sign all operational records/documents of contractors

### **Qualifications:**

- Minimum of 4 years of military/law enforcement and/or commercial security experience
- Relevant operational experience as a Team Leader
- STCW95

- SSO
- MSO course (ESS&SA internal or 8269 level 3)
- Firearms competency certificate for self-loading rifles/ carbines

### **Requirements:**

- Seafarers Medical/ ENG1
  - Seaman book
  - Vaccination card (Yellow fever)
  - Police clearance/Criminal record check
  - Psychological evaluation (Positive)
  - Drugs & Alcohol tested (Negative)
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