

## SALARY GUIDELINES

*The salary guidelines published here are based upon 350,000 data points generated over the past 16 years in business as the world's busiest professional crew recruitment agency. We take real data from crew starting and ending salaries to create these guidelines. Crew reviewing these guidelines should consider their experience, licensing and overall guest experience before pushing for salaries at the top end of these ranges. Every yacht operates under different guidelines with different roles and responsibilities and we do see a wide range of salaries as being valid for identical job titles. Salary ranges listed are per month.*

### CAPTAIN

CAPTAIN	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
<b>Senior Master</b>	170ft - 200ft +	\$12,000 - \$25,000+	10+ years Captain experience / Updated licenses and certificates / History of longevity / Superior management skills / Admirable record of low crew turnover / Global knowledge / Excellent references
<b>Captain</b>	100ft - 170ft	\$5,500 - \$16,000	5+ years of Captain experience / Updated licenses and certificates / History of longevity / Good knowledge of cruising areas / Management systems in place / Good rapport with crew / Excellent references
<b>Junior Captain</b>	60ft - 100ft	\$4,000 - \$9,000	2+ years of experience as Captain or Mate / Updated licenses, certificates and training / Excellent references and personal skills / Engineering knowledge

### FIRST OFFICER

FIRST OFFICER	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS
<b>First Officer (Licensed - Chief Mate or higher)</b>	170ft - 400ft+	\$6,000 - \$12,000	Typically, 5+ years' experience including First Officer or Captain on smaller vessels / Minimum license OOW / Excellent references / Managerial skills / Wealth of safety knowledge

## OFFICER OF THE WATCH

OOW	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS
<b>Second Officer (Licensed)</b>	190ft - 400ft +	\$5,000 - \$9,000	3+ years of industry experience as a Bosun or Mate / Minimum license OOW / Specific experience or knowledge of ISM and ISPS / Safe working practices
<b>OOW (Licensed)</b>	170ft - 400ft+	\$4,750 - \$7,000	3+ years of industry experience as a Bosun or Mate / Minimum license OOW / Specific experience or knowledge of ISM / ISPS / Safe working practices

## MATE

MATE	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
<b>Mate</b>	100ft - 170ft	\$3,000 - \$7,000	3+ years' experience as Deckhand or Bosun / Licenses required / Strong references / Longevity a plus / Great attitude team leadership and strong work ethic

## BOSUN

BOSUN	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
<b>Bosun</b>	150ft - 400ft +	\$3,000 - \$6,000	1 - 3 years' experience as Deckhand / Licenses required / Strong references / Longevity a plus / Great attitude and strong work ethic

## DECKHAND

DECKHAND	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
<b>Deckhand</b> (Note: Higher salary levels reflect pay scales for experienced deckhands / Lower salary reflects entry level range)	170ft - 200ft +	\$2,500 - \$4,500	An entry level position / Duties will be assigned according to your rank / This is the size yacht where entry level crew are most commonly considered / License and certification not always required
	100ft - 170ft	\$2,000 - \$3,250	An entry level position / On mid-size vessels, there may be 1 - 3 deckhands / You should learn your daily duties and perform them without instruction. Duties may vary / License and certification not always required
<b>Junior Deckhand</b>	60ft - 100ft	\$1,750 - \$2,750	An entry level position / On smaller vessels, there is normally only one deckhand/ This job will be multi-functional/ You will be working very closely with the Captain and may be required to do work both inside and outside / Duties may vary / License and certification not always required

## DECK / ENGINEER (combined)

DECK/2 <sup>ND</sup> ENGINEER	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
<b>Deckhand/ 2<sup>nd</sup> Engineer</b>	60ft - 170ft	\$2,500 - \$5,000	Minimum of 1 years' experience / Must have good knowledge of deck duties and some background in engine work / Excellent references / Ability to change roles often and work very hard / Good with guests and owners / Team player

## DECKHAND / STEWARDESS (Combined)

DECK/STEW	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
<b>Deck/Stew</b>	100ft - 250ft +	\$2,500 - \$4,000 per month	Must be highly motivated and hardworking / STCW preferred / Must have excellent references and some experience as deck / Stew preferred / Must be flexible / High interaction with guests and owners
	60ft - 100ft	\$2,500 - \$3,500 per month	Must be highly motivated and hardworking / Excellent references / Background in guest services / Flexible / Interaction with guests and owners

## CHIEF ENGINEER

ENGINEER	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
<b>Chief Engineer</b>	170ft - 400ft +	\$7,000 - \$20,000	5+ years engineering experience / Minimum of an MCA Y1 - Y2 level license / History of longevity / Superior management skills / Excellent knowledge of mechanical, electrical and electronic systems / Team leadership / Excellent references
	100ft - 170ft	\$5,000 - \$11,000	3+ years' experience/ Appropriate license required / Must possess expert knowledge of mechanical, electrical and electronic equipment on board / Excellent references / Troubleshooting abilities/ Good interaction with crew and guests

## SECOND ENGINEER (Licensed)

SECOND ENGINEER	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
<b>Second Engineer</b>	190ft - 400ft+	\$5,500 - \$12,000	5 + years' experience / Minimum of an MCA Y2 - Y3 level license / Must possess expert knowledge of mechanical, electrical and electronic equipment on board / Excellent references / Managerial skills / Troubleshooting / Ability to keep detailed log books and inventory
	150ft - 190ft	\$5,000 - \$7,750	Appropriate license required, based on size and requirement of vessel / Must possess expert knowledge of mechanical, electrical and electronic equipment on board / Excellent references / Troubleshooting abilities/ Good interaction with crew & guests / Ability to keep detailed log books and inventory.

## JUNIOR ENGINEER / OOW ENGINEER

ENGINEER	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
<b>OOW Engineer (MEOL)</b>	150ft - 400ft +	\$3,750 - \$7,500	Appropriate Marine Engine Operator license required / Good understanding of basic systems onboard / Some prior deck knowledge / Minimum 2 years engineering experience
<b>OOW Engineer (AEC)</b>	150ft - 400ft +	\$2,250 - \$4,500	An entry level position / Approved Engine Course license / Some engineering or deck experience / Eager to learn / Maintenance and cleaning / Willing to help deck department
<b>Junior Engineer</b>	150ft - 400ft +	\$2,250 - \$4,000	An entry level position / Interest in learning all engineering systems / Teamwork and multitasking / Ready to help in any area of the yacht when needed / Often expected to assist on deck

## ELECTRONICS ENGINEER (ETO)

ELECTRONICS ENGINEER (ETO)	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
<b>Electronics Engineer (ETO)</b>	All yachts	\$3,250 - \$9,500	Entry level - 10+ years' experience / The ETO is a vital part of the AV/IT experience onboard a yacht. This specialty position could be held by a deckhand onboard with minimal experience, up to a highly qualified engineer who understands coding and has many years of experience onboard.

## PURSER

PURSER	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
<b>Purser</b>	170ft - 400ft	\$5,750 - \$9,500	5 + years' experience as a chief stewardess / Administrative, organizational and detailed accounting abilities / Above average computer skills / Management of interior staff / Coordination of contractors, deliveries, services, etc. / Keen eye for interior décor/ Carries out many accounting and administrative duties for the captain / ISM and ISPS knowledge important.

## CHIEF STEWARDESS

STEWARD/ESS	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
<b>Chief Stewardess</b>	140ft - 400ft	\$6,000 - \$10,000	3 + years' experience / Administrative, organizational and detailed accounting abilities / Above average computer skills / Management of interior staff and assignment of duties / Superb guest service skills / High interaction with guests & owners / long hours
	100ft - 140ft	\$4,500 - \$7,500	3 + years' experience / Primary interface to the guests / Excellent interaction skills / Hard work and discretion / Ability to work well as part of a team / Assist on deck if necessary / Ability to work long hours

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## HOUSEKEEPING / BUTLER

INTERIOR	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS
<b>Head of Housekeeping</b>	150ft - 400ft	\$4,250 - \$7,000	A minimum of 2 years' experience / Responsible for interior maintenance / Provisioning of interior supplies / In depth knowledge of cleaning and laundry products / Detail Orientated
<b>Butler</b>	150ft - 400ft	\$3,750 - \$8,500	At least 3 years' experience butler training, possible five-star hotel or private home experience / Primary interface with guests / Responsible for guests' overall experience

## STEWARDESS

STEWARD/ESS	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
<b>Second Stewardess</b>	130ft - 400ft	\$3,500 - \$6,500	At least 1 years' experience onboard yachts and 3 years in the hospitality industry / "Right hand" to the chief stewardess / Keen to learn and follow direction
<b>Stewardess</b>	All yachts	\$2,250 - \$4,000	Minimum of 1 season experience working in laundry, housekeeping and service / Drive and determination required to work long hours / Maintain interior spaces to a very high standard
<b>Junior Stewardess</b>	All yachts	\$2,000 - \$3,000	An entry level position / Positive and friendly personality / Attention to detail / Drive and determination to learn the trade and do the long hours that are required to earn promotion within the industry

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## CHEF

CHEF	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS
<b>Executive Chef</b>	150ft - 400ft	\$7,000 - \$11,000	Typically, 3 - 4+ years' experience working on large yachts/ Professionally trained at reputable Culinary Institute / Excellent references / Strong background / Experience in worldwide provisioning and budgeting skills
<b>Chef</b>	100ft - 400ft	\$4,000 - \$8,000	2+ years' experience working in a Chef's role / Professionally trained / Excellent references / Strong background / Experience in worldwide provisioning / Budgeting skills / Longevity a plus

## SOUS CHEF

SOUS CHEF	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
<b>Sous Chef</b>	150ft - 250ft +	\$3,500 - \$6,000	Ability to cook well, plan menus, assist the Chef and cook for crew members / Excellent references required / Nutritional knowledge / Ability to multi-task / May require culinary training

## COOK

COOK	SIZE OF VESSEL	SALARY RANGE	JOB DESCRIPTION & REQUIREMENTS:
<b>Cook</b>	60ft - 110ft	\$2,500 - \$3,750	Entry level position / Must be prepared to work long hours and in variety of positions / Ability to cook well, plan menus, cook for guests and crew / Excellent references required / Nutritional knowledge / Great "can-do" attitude



*As the yachting industry's leading crew recruitment agency, we pride ourselves on representing the highest level of qualified, professional yacht crew.*

*Further to the guidelines given here, we also provide salary statistics via data that has been collected for over 16 years of crew placement. This live data is constantly updating to provide accurate information that reflects the current market. We take our statistics from three different sources which come from over 100,000 of our crew members salary expectations, more than 200,000 references verified by our agents, and Luxury Yacht Groups' confirmed starting salaries.*

*You may find this live data at:*

<https://www.luxyachts.com/crewpositions>

*Creating a positive working environment forms a much more solid foundation for an efficiently run yacht than paying crew at the top end of these guidelines alone. We recommend constructing a complete employment package to attract the very best candidates. Employment terms that include regular pay reviews, annual bonuses, flight expenses and health insurance will also assist with attracting the right people.*

*Our yacht management team are always standing by to help with any of your crew and administrative needs.*

*Issued June 2021*