



Unforgettable journeys.

2015

Watermark is hiring a Full-time Captain. Great opportunity, experience necessary.

Watermark. Tours, Charters, Cruises, is a premiere Maryland attraction; the largest and most authentic provider of history, culture and fun on land and sea in the upper Chesapeake. We host hundreds of thousands of guests annually, and our goal is to find a way to say “yes” to our clients. Our culture is entrepreneurial and deeply rooted in good customer service. We have just embarked on a growth phase. We are headquartered in Annapolis, MD, a beautiful place to live, and our vessels operate in the harbors of Annapolis and Baltimore.

We’re hiring someone to be one of two go-to captains in our fleet. Please read this entire page and then let us know if you are interested.

The Opportunity

Watermark has been in the tour and charter business in Annapolis since 1972. We have a solid operational base, including 12 inspected vessels and one non-inspected vessel in two cities, and we execute well. We have a reputation with the U S Coast Guard, our regulatory agency, as a leader in safety and security, in the physical condition of our vessels, and training of our employees. Our safety records and customer service reputation are superior.

We are looking for an experienced, knowledgeable passenger vessel captain with a successful and safe record; preferably someone familiar with the northern part of the Chesapeake Bay; someone who can motivate, train, provide consistency in operations, manage seasonal crew and beverage staff, and support our seasonal operations primarily in Baltimore but also Annapolis. We are looking for someone who will ensure we can deliver our promises to our customers with exemplary customer service; someone who can communicate with our maintenance, sales staff, and operations staff, maintain excellent relationships with the Coast Guard, other government officials, customers, and co-workers; someone who understands accountability, responsibility, and the benefits of consistent policy and procedure enforcement; someone who performs with integrity at all times; and someone who is a fully-functioning member of a leadership team.

Pay includes salary and benefits. Hours may be long in the summer in our seasonal business, and correspondingly light in winter.

Requirements: 100-ton USCG Masters License

Superior boat-handling skills

A personal vehicle to travel to and from work

The flexibility to work as needed, where needed, when needed

How to apply

1. Put together a CV, listing the boats you have worked on and driven, who you were working for when you drove them, and your management experience. A brief overview of your career would be terrific.
2. Learn all about us on www.watermarkjourney.com.
3. Provide an example of how you handled an emergency and an example of how you provided exemplary customer service
4. E-mail it all to Debbie@watermarkjourney.com. We will keep your application confidential.