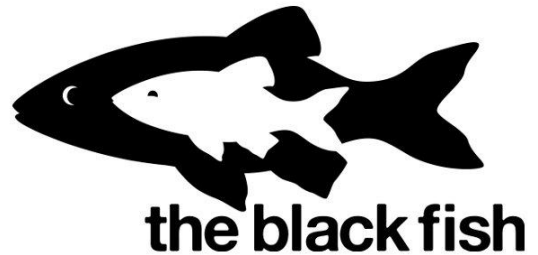


# The Black Fish

## Crew application guidelines



Thank you for considering joining The Black Fish as a crew member. This document contains some guidelines on the organisation The Black Fish, points of advice on the application, what type of people we are looking for and what can be expected of you once you join our crew.

Please read this document carefully before you download and submit the application form. All the necessary information is contained in these guidelines.

## The Black Fish

The Black Fish is a European marine conservation organisation on a mission to change attitudes towards our precious oceans and to work towards protecting the unique life within them. Using education, investigation and non-violent direct action, The Black Fish campaigns to end illegal and destructive fishing practices and safeguard a future for the plentiful species in our seas.

The Black Fish was founded in August 2010 and has been quite active in its short existence. A full list of our activities and achievements can be found here:  
<http://www.theblackfish.org/chronicle.html>

We have a strong focus on educational projects and investigative work. We also believe that non-violent direct action plays an important role in bringing destructive activities that threaten the marine life, to the world's attention. There is a lot we can achieve by being there where the most damaging of fishing and hunting operations take place.

We are an organisation but we are also much more than that. The Black Fish aims to be a catalyst for more action on the issue of marine conservation in Europe and beyond. We work to inform and support other individuals and groups in their work as much as possible and hope that we inspire people to take note of the issues and become active.

## Why we are looking for crew

The Black Fish is a fast growing organisation. Besides a number of smaller campaigns, we are preparing for the launch of our first sea-worthy ship for sea-based campaigns in Europe. For this reason we are seeking people to work on the initial overhaul of this vessel, any outstanding maintenance and getting it operational for its first campaign. We are also looking for people to take part in our investigative campaigns.

Crew members work with The Black Fish on a voluntary basis. This means that we are unable to offer any form of payment or compensation for incurred costs. When possible, the organisation will cover food costs and accommodation for people working on the ship or taking part in campaigns. Working with us will be an incredibly fulfilling experience, especially knowing that your input and decision to act for the protection of sea life is making a difference.

## **Who can apply?**

Anyone over 18 years of age can apply. We welcome people from all ages and backgrounds. Even more so, The Black Fish is committed to fair treatment and opportunities, regardless of sex, race, colour, age, sexual orientation, gender-identity or faith/belief.

We are looking for certain skills to be covered within our crew, such as sailing experience and engineering knowledge. We can however accept people with limited experience, which will be trained onboard the ship and/or on location by the more experienced crew. Generally we give priority to those who can give the longest time commitment, however we will be looking for people for shorter periods too.

## **The type of people we are looking for**

It might benefit your application if you are:

- easy to get along with
- want to dedicate time and hard work for the cause of marine protection
- enjoy working with other people
- can deal with potentially stressful situations in a calm and decisive manner
- don't have any unrealistic expectations about working with a new organisation
- have the ability to be creative and innovative when things aren't organised for you
- willing to do the boring work, just as much as the fun and exciting things
- humble about your work

We might not be the right organisation for you, if you:

- need something to do in your gap year
- are looking for paid work on a ship
- need to find a work placement
- are after an adventure
- have bad social skills
- get easily frustrated when things don't go according to plan

# The work environment

The Black Fish is committed to create a work environment in which people are encouraged to give their input and add their skills and knowledge. This will serve to benefit our mission and ensures that people will find working with the organisation an inspiring experience.

Besides the practical work on a vessel and during investigative campaigns, crew members might be required to help with other roles, such as educational projects, helping with fundraising, media work and doing the less exciting things, such as taking care of the ship while in port.

In order to work effectively as a marine protection organisation, The Black Fish is organised in a certain hierarchical structure. This means that everyone involved in the organisation has clear roles and responsibilities. It will also mean that you are required to follow instructions from senior crew members. However, the hierarchical structure should never prevent the creation of an open, encouraging and inclusive working environment in which those involved feel ownership over the projects they are working on.

## Risks and safety

There is no doubt that there is a level of risk involved in our work. We believe it is vital that we take responsibility for the survival of our seas in this time of ecological crisis and we are willing to put ourselves outside of our comfort-zone to do so.

Safety is the absolute priority in every action or campaign we plan. For this reason we train regularly with our crew and will not allow anyone to be subjected to unreasonable risks. As much as we prepare to limit the risks, it is essential that people are aware that ultimately they are responsible for their own safety. Everyone joins the The Black Fish crew does so at their own risk and if your application is succesful, you will be required to sign a waiver of liability to state so.

## Food, alcohol and drugs

Our principles of non-violence extend to all our actions, including our consumption choices. As a matter of policy, all actions, campaigns, events and work environments of The Black Fish cater entirely vegan. This means that The Black Fish caters free of animal products and requests its crew members to respect this. During action and ship operations there is also a strict no-alcohol and no-drugs policy in place to ensure we can work as effectively as possible. All vessels operated by The Black Fish are entirely non-smoking and non-alcohol.

We expect our crew members to act respectfully towards others at all times. We take a zero-tolerance attitude to any violent, indecent, sexist or racist behaviour, also if it is as a result of excessive alcohol use. We want to ensure a safe working environment for all our volunteers and crew members, hence we will not tolerate any such behaviour and it will most likely result in exclusion from the organisation.

# Application fee

The Black Fish is a small organisation and needs substantial amounts of funding to achieve its mission to operate sea-based campaigns. An application fee has been implemented as a small contribution towards these costs, made by those who are ready to make a longer term commitment in joining the dedicated ship and campaign crew.

A second reason for the fee is that it keeps the number of applications to a minimum and ensure that only those serious about committing time and energy will be taking up the organisation's valuable time in processing their application. We want to ensure that all applicants get a fair chance, hence the fee allows for us to allocate the much needed time and resources to make sure this process is followed through correctly.

Your application will be processed once we have received this fee, which has been set at € 75 / £ 65. The fee can be paid as a donation through The Black Fish website or in cash when posting the application. Please note that if you contribute online, the donation will have to be made from a credit card in your name. If this is not an option for you, please contact us about alternative options. The online donation page can be found here:

<http://www.theblackfish.org/donate>

**Please note:** submitting your application form and paying the crewing fee does not mean you have been accepted as crew. The process ensures all applicants get a fair chance to being considered for crewing but we cannot guarantee a spot and we do reserve the right to turn down any application. Once a crewing fee has been paid, it cannot be refunded.

## More information

If you have any questions, please do not hesitate to contact us.

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