



James River Association – Part-Time Captain

Location: Hopewell, Virginia and Hampton, Virginia

Experience: 5+ years minimum

Number of Openings: Multiple

Job Status: Part-time, Non-exempt

Salary Range: \$40/hour, up to 30 hours per week

Reports to: Director of Operations

The James River Association (JRA) is a nonprofit organization on a mission to protect the James River and connect people to it. JRA is excited to announce openings for **Part-Time Captains** to operate our U.S. Coast Guard (USCG) inspected passenger vessels in Richmond and Hampton, Virginia.

In this role, you'll safely operate JRA vessels in support of environmental education programs, community-based ecotours, and other river experiences that connect people directly to the James. Programs may include working alongside JRA staff as school groups participate in activities such as trawl netting and water-quality testing, as well as supporting JRA Staff during educational and recreational programming on the river.

We're looking for experienced, safety-focused captains who are comfortable navigating changing conditions and who understand the responsibility that comes with operating inspected passenger vessels. The ideal candidate will bring strong maritime experience, sound judgment, reliability, and a commitment to creating safe and positive experiences for JRA staff, students, and community members.

Responsibilities:

- Operate assigned JRA vessels with the safety of passengers and crew as the highest priority.
- Operate vessels in support of school-based environmental education programs, community ecotours, and other JRA programming.
- Support vessel operations associated with educational activities such as trawl netting, water-quality testing, and other hands-on river experiences.
- Ensure compliance with applicable U.S. Coast Guard, federal, state, and local requirements related to safe vessel operation.



- Closely monitor conditions and take appropriate action when conditions may affect passenger, crew, or vessel safety.
- Conduct daily and pre-trip inspections to ensure vessels are in proper operating condition.
- Maintain accurate vessel inspection and maintenance logs.
- Promptly report accidents, injuries, safety concerns, equipment issues, and operational non-conformities involving JRA personnel, passengers, or vessels to the Director of Operations.
- Communicate effectively with JRA staff and program teams before and during vessel operations.
- Perform other related duties as assigned.

Qualifications:

- Strong knowledge of safe vessel operation and maritime safety practices.
- Demonstrated ability to safely operate vessels in varying conditions.
- Strong situational awareness, judgment, and decision-making skills.
- Ability to respond calmly and appropriately to changing conditions or emergency situations.
- Strong interpersonal and communication skills when working with staff, students, educators, and members of the public.
- Dependable, safety-conscious, and able to work effectively both independently and as part of a team.
- Ability to maintain accurate vessel and operational records.

Requirements:

- Minimum of five years of vessel operating experience; five to ten years of relevant experience preferred.
- Valid U.S. Coast Guard license that satisfies the Certificate of Inspection requirements for the applicable vessel:
 - Richmond: Minimum 25-ton license.
 - Hampton: Minimum 50-ton license.
- Valid Transportation Worker Identification Credential (TWIC).
- Valid FCC Marine Radio Operator Permit.
- Valid driver's license with a favorable driving record.



- U.S. citizenship or authorization to work in the United States without sponsorship or restrictions.
- Ability to work a flexible schedule based on JRA programming and vessel needs.
- Ability to work outdoors and aboard vessels in varying weather and environmental conditions.
- Ability to safely board, move throughout, and work aboard vessels and docks, including on wet, uneven, or moving surfaces.
- Ability to meet all physical and medical requirements associated with maintaining required U.S. Coast Guard credentials.
- This position is designated Safety Sensitive under JRA personnel policies. Adherence to JRA's Drug and Alcohol Workplace Policy and successful completion of required pre-employment screening and background checks are required.

Preferred Skills & Experience:

- Experience supporting educational, environmental, recreational, or community-based programming.
- Enjoyment of working with K–12 students and supporting positive, engaging learning experiences on the water.
- Comfort working with and welcoming diverse members of the community, including people with varying backgrounds, ages, experiences, and levels of familiarity with the river.
- Strong customer service and interpersonal skills, with the ability to help create a safe, welcoming, and enjoyable experience for passengers.
- Interest in JRA's mission and enthusiasm for helping connect people to the James River.

Compensation:

The hourly rate for this part-time, non-exempt position is **\$40/hour**, with schedules of up to **30 hours per week** based on organizational and program needs.

How to Apply:

[Applications must be submitted through JRA's online application link HERE](#) - and include both a resume and applicable licensing documentation. This position will remain open until filled.



***If you are unable to access or submit materials through the online application link, a physical copy of your resume and cover letter may be mailed to JRA or submitted by email to mlyden@thejamesriver.org.**

By Email:

mlyden@thejamesriver.org

By Mail:

James River Association

Attn: Mike Lyden

16 S. 17th Street, Suite 100

Richmond, VA 23219

Why Work for the James River Association?

We are OPTIMISTS.

We believe through individual and collective action, the James River can be preserved and improved, enriching all communities in the watershed.

We are CATALYSTS.

We are proactive change-makers, not bystanders. We take initiative, bring creativity and passion, and enlist the broader community to drive positive change for the James River.

CREDIBILITY is our currency.

Our success depends on the trust we build. We operate with integrity and can be relied on as a true, steady, dependable resource grounded in science.

COMMUNITY drives everything we do.

We believe in the power of community to achieve common goals, honoring a full range of voices in the process. Our efforts consider the varied needs and interests of our watershed communities.

We are proud to be an EEO employer. We maintain a drug-free workplace. At JRA, we believe in community, conservation, and driving change. We encourage applications from all backgrounds—if you're excited about working with us, we want to hear from you!