Position: Marine Systems Instructor
Salary: $65,000 – $75,000 per year, depending on experience
Hours: 40 hours per week
Location: Port Hadlock, WA
Reports to: Lead Marine Systems Instructor/ Education Director
Supervises: N/A

About the School

Located in Port Hadlock, WA, NWSWB is a hands-on vocational training program preparing students for meaningful careers in the maritime and skilled trades industries. The school's 8-acre campus includes over 20,000 square feet of indoor space for programs.

Compensation & Benefits

The annual salary range is $65,000 – $75,000, depending on qualifications and experience, based on a 40-hour work week.

Benefits include:

- Instructional schedule runs in 11-week cycles, each followed by a two-week break.
- 14 paid school holidays annually.
- Three weeks paid vacation and two weeks paid sick leave annually, accrued per hour worked.
- Flexible scheduling available during summer months (July & August)
- 100% employer-paid medical, vision, and dental insurance.
- Employer-paid Washington Family & Medical Leave premiums.
- 3% employer match for retirement (SIMPLE IRA plan).
- A small on-site housing unit is available for the first year to assist candidates who are in need.

Position Summary

The Marine Systems Instructor provides a quality educational experience for post-secondary students through lectures, demonstrations, feedback, and hands-on projects grounded in industry standards for safety, craftsmanship, and project management. Working as part of a small, dedicated team, the instructor helps prepare students from diverse backgrounds for skilled careers in the marine trades.

We are looking for an effective teacher first. Our students are entry-level technicians, and what serves them best is an instructor who can communicate clearly, break down technical concepts, and meet people where they are. Hands-on experience in marine systems — particularly marine electrical — is desired, along with the patience and genuine desire to help someone learn. If you have field experience and can explain what you know to someone encountering it for the first time, we encourage you to apply.

About the Program

The Marine Systems program is a competency-based education designed to teach skills needed by and to meet the demand for entry-level marine technicians. The program strikes a balance between a theoretical and a hands-on approach to provide students with necessary skills to enter the expanding market for marine systems technicians. The program covers tasks integral to marine systems installation, service, and repair in topics such as electrical and solar systems; electronics; corrosion; diesel, outboard and electrical propulsion; steering and controls; hydraulics; plumbing; and heating and air-conditioning.

Responsibilities

Instruction & Student Support
Instructors teach the marine systems curriculum through lectures, demonstrations, assignments, and hands-on projects , while supporting students in building technical skills, industry nomenclature, and safety standards. Regular assessment is an ongoing part of the role, including feedback and bi-quarterly evaluations.

Project Management
Instructors attend weekly meetings and provide project and student progress reports to the Marine Systems Program Lead Instructor. Additional responsibilities include ordering and organizing supplies for hands-on projects, meeting with prospective students, and providing updates to support internal and external reporting.

Safety
Instructors are responsible for maintaining a safe, clean, and healthy learning environment and ensuring students receive all required tool and machinery safety instruction.

Communication & Collaboration
Instructors attend staff meetings and in-service days and work with the Marine Systems Program Director to establish annual work and vacation schedules. Instructors also collaborate with the Program Director to create and implement an annual professional development plan, along with other duties as needed to support the program and school operations.

Key Qualifications

- At least three years of experience working as a marine technician.
- Ability to teach to applicable industry standards.
- Current ABYC certifications in Marine Systems and relevant subject areas preferred; candidates willing to obtain certification prior to teaching specific modules are encouraged to apply. The school covers all certification and recertification costs.
- Comfortable using basic computer technology for communication and presentations.

Other Desired Qualifications

These are the qualities we hope to find in a candidate, though not every box needs to be checked. If you bring most of what is listed and the right mindset, we want to hear from you. Candidates should have experience or strong comfort teaching marine electrical, an interest in mentoring entry-level technicians, and an awareness of emerging marine technologies and a willingness to help evolve curriculum as the industry changes. The ability to work effectively as part of a team is important, as is a commitment to safety and industry standards. Strong organizational and problem-solving skills, and the ability to give and receive feedback constructively.

Start Date and Location

Applications are open and will be accepted until the position is filled. The campus is located at 42 N. Water Street, Port Hadlock, WA 98339.

How to Apply

If you have questions, want to learn more about the position or the school, or are ready to submit your resume, contact out to us at jobs@nwswb.edu.