

MARITIME SEARCH AND RESCUE COUNCIL

**ROLE PROFILE
Senior SAR Instructor**

Date of RP Last Review

December 2025

Position Title

Senior Search and Rescue (SAR) Instructor

Reporting To

Head of International Collaboration &
Maritime Search and Rescue Council Board

Location

International / Remote (Home Based) / Field-Based

Employment Type

Contractor / Consultant

Position Summary

The Senior SAR Instructor is responsible for the development, coordination, delivery, and evaluation of professional maritime Search and Rescue (SAR) training programmes on behalf of the Maritime Search and Rescue Council.

The role supports international maritime safety and operational readiness through the provision of high-quality SAR instruction, exercise facilitation, operational mentoring, competency assessment, and training development activities. The Senior SAR Instructor works with government agencies, coast guards, maritime organisations, NGOs, and international partners to strengthen SAR capability and operational effectiveness.

The position requires a highly experienced SAR professional with strong instructional capability, operational SAR expertise, leadership skills, and the ability to operate effectively in multinational and culturally diverse environments.

The Senior SAR Instructor represents the Council during authorised activities and is expected to maintain the highest standards of professionalism, safety, instructional quality, and ethical conduct.

The Role and Our Values

Professionalism	Progress	Pride
The role contributes to professionalism by ensuring training is delivered to a high operational and instructional standard, maintaining ethical conduct, and promoting accountability, safety, and competence in all activities	The role contributes to progress by developing SAR capability, improving operational knowledge and skills, and supporting continuous improvement through training, mentoring, and international collaboration.	The role contributes to pride by representing the Council professionally, delivering meaningful lifesaving training, and helping build confidence, readiness, and operational excellence within partner organisations and SAR personnel.

Key Responsibilities

Training Development & Instruction

- Design, prepare, and deliver maritime SAR training programmes aligned with international standards and organisational requirements.



- Develop and maintain lesson plans, instructional materials, practical exercises, simulations, assessments, and learner resources.
- Adapt training materials and delivery methods for varied operational, linguistic, and cultural environments, including translation of material.
- Ensure training delivery aligns with approved learning objectives, competency frameworks, and operational best practices.
- Support continuous improvement of training content and instructional methodologies.

Operational Exercise Support

- Plan, coordinate, and facilitate SAR exercises, simulations, and operational training scenarios.
- Develop exercise objectives, scenarios, injects, and evaluation criteria.
- Conduct operational debriefs and provide recommendations for capability improvement.
- Support organisational preparedness and operational readiness activities.

Assessment & Quality Assurance

- Assess learner performance and competency against established standards.
- Maintain accurate training, attendance, and assessment records.
- Provide constructive learner feedback and mentoring.
- Prepare post-course reports, evaluations, and recommendations.
- Participate in internal quality assurance and programme evaluation activities.

Stakeholder Engagement & Coordination

- Participate in planning and coordination meetings with internal and external stakeholders.
- Liaise professionally with clients, partner organisations, government agencies, and maritime authorities.
- Support collaborative international SAR capacity-building initiatives.
- Represent the Council professionally during meetings, exercises, conferences, and training activities.

Safety, Compliance & Professional Standards

- Prioritise safety in all instructional and operational activities.
- Comply with organisational policies, safeguarding requirements, operational procedures, and health & safety obligations.
- Operate within approved scope of competence and authority.
- Maintain confidentiality of operational, client, and organisational information.
- Ensure all training activities are delivered ethically, professionally, and in accordance with Council standards.

Required Qualifications & Experience

Essential

- English and French language proficiency, including the ability to read, write, and communicate effectively using technical maritime and Search and Rescue (SAR) terminology.
- A valid passport for international travel
- Significant operational experience in maritime Search and Rescue, coast guard, naval, emergency response, or related operational environments.
- Strong understanding of maritime SAR operations, coordination procedures, communications, and operational planning.
- Experience facilitating practical exercises, simulations, and competency assessments.
- Excellent communication, leadership, and instructional skills.
- Ability to work independently and manage international operational commitments.
- Strong organisational and report-writing capabilities.

Desirable

- Proven experience delivering SAR or emergency response training programmes.
- Experience working with international organisations, NGOs, or government agencies.



- Experience in multinational or cross-cultural training environments.
- Instructor, assessor, or adult education qualifications.
- MRCC or operational coordination centre experience.

Personal Attributes

- Professional and safety-focused
- Strong leadership and decision-making capability
- High ethical standards and integrity
- Calm and effective under pressure
- Adaptable and culturally aware
- Strong interpersonal and stakeholder engagement skills
- Committed to operational excellence and continuous improvement

Working Conditions

- International travel is required.
- Work may include classroom, operational, maritime, simulation, and field environments.
- Training delivery may occur in remote or challenging operational settings.
- Flexibility may be required to meet operational and client needs.

