

APPRENTICE SPECIFICATION

Marine & Diving Apprentice

OCEAN KINETICS LTD | LERWICK, SHETLAND

Job Title	Marine & Diving Apprenticeship
Employer	Ocean Kinetics Ltd
Location	Lerwick, Shetland (with inshore & coastal deployment as required)
Duration	Full Time
Hours	47.5 hours per week
Salary	Competitive apprenticeship wage, reviewed annually
Certifications Targeted	Level 3 Small Commercial Vessel Crewmember Apprenticeship (MSSC/MCA/RYA); Commercial Diving Certificate (IMCA / HSE) from Year 3 or 4; coded Welding; ROV Pilot. All TBA and optional dependant on Candidate.
Department	Marine
Reports To	Marine Operations Manager

About Ocean Kinetics

Ocean Kinetics is a leading Shetland-based marine engineering and diving company, delivering specialist solutions across the oil and gas, renewables, aquaculture, harbour, and public-sector markets. With decades of experience in challenging North Atlantic conditions, our marine team is renowned for technical excellence, safety leadership, and a deep commitment to developing local talent.

This apprenticeship offers a rare opportunity to build a long-term career in the marine industry, working alongside highly experienced engineers, welders, fabricators, and commercial divers in one of Scotland's most dynamic marine environments.

Role Overview

The Marine Apprentice will join Ocean Kinetics' marine team and rotate through a structured programme covering marine engineering, welding and fabrication, vessel operations, and — subject to satisfactory progress and fitness requirements — progression toward commercial certifications in selected areas of interest, Diving, Workboats, coded welding, ROV pilot. We would not anticipate one candidate filling all roles.

The apprentice will be an integral member of the marine team from day one, contributing to real projects and gaining hands-on experience in an industry where safety, precision, and teamwork are paramount.

Programme Structure

The apprenticeship is structured across four years with increasing levels of responsibility and technical complexity:

YEAR 1 Foundations	• Induction to Ocean Kinetics, marine safety management systems, and site/vessel rules • Introduction to hand tools, workshop practices, and material handling • Assisting the marine and fabrication team with day-to-day tasks • Basic health & safety, COSHH awareness, and working at height / over water • Introduction to vessel support, ROV works and harbour-side operations
YEAR 2 Engineering & Fabrication	• Welding opportunities: MIG, TIG, and stick welding techniques on steel and stainless steel • Fabrication: cutting, forming, fitting, and finishing of structural components • Marine engineering maintenance: pumps, hydraulics, deck machinery, and vessel systems • Reading engineering drawings and fabrication schematics • Assisting with offshore and nearshore project deployments • Working toward coded welder
YEAR 3 Advanced Skills & Dive Pathway	• Increased autonomy on fabrication and engineering tasks • Participation in full project delivery cycles alongside senior engineers • Onshore and coastal deployment supporting diving operations • Progression to commercial diver training (subject to medical fitness, performance review, and operational need); and/ or ROV pilot training; and / or workboat certificates • Continued development of welding competency
YEAR 4 Competence & Certification	• Full participation in marine operations (where certified) • Independent delivery of engineering and fabrication tasks • Integrated member of the marine team. • Progress competencies in areas of developed knowledge, skills and interest.

Note: Progression to any or all pathways are not guaranteed and will be subject to satisfactory academic and practical performance, a successful HSE-approved medicals, and operational business requirements at the time.

Key Duties & Responsibilities

Marine Construction & Diving Operations

- Work as a member of out marine construction and dive teams for business project work.
- Options to train as a commercial diver under HSE Approved Training Organisation (ATO) supervision
- Conduct dive operations in compliance with HSE Diving at Work Regulations 1997 and IMCA guidelines
- Carry out underwater inspection, survey, cleaning, and general underwater tasks
- Complete and maintain personal dive records and log books

Welding & Fabrication

- Learn and apply MIG, TIG, and manual metal arc (MMA) welding techniques
- Fabricate structural and mechanical components from drawings and specifications
- Assist with cutting, grinding, and surface preparation of materials
- Maintain workshop cleanliness, organisation, and tool accountability

Vessel Operations

- Support the marine team in vessel preparation, launch, and recovery activities
- Assist with rigging, lifting, and deck operations under direct supervision
- Participate in pre-mobilisation checks and offshore/coastal project support
- Develop competence in ship-to-shore and inter-vessel communications using VHF/UHF radio procedures
- Assist with navigation and vessel handling using bridge equipment under the supervision of qualified crew
- Learn berthing and mooring techniques for vessels operating in Shetland's harbours and coastal waters
- Support towing operations and the laying and recovery of moorings
- Follow safe practices on board, including safe personnel transfers between vessels and to offshore structures
- Assist with cargo handling using slings and cranes, and securing cargo to safe working standards
- Develop workboat skills and work toward the Level 3 Small Commercial Vessel Crewmember Apprenticeship, with optional further competency training provided

ROV and Survey Operations

- Support and assist our ROV and survey operations teams in preparation, launch, survey, data capture, and recovery activities
- Assist and develop ROV and survey skills
- Option to develop ROV training

General Responsibilities

- Adhere to all health, safety, and environmental policies at all times
- Complete off-the-job training requirements and programme assessments
- Attend training provider sessions, and internal training as required
- Maintain a professional, punctual, and proactive attitude
- Contribute positively to team culture and support colleagues

Entry Requirements

Essential

- Minimum 4 National 5s (or equivalent GCSEs) at Grade C or above, including English and Maths
- Enthusiasm for practical, hands-on work in a marine or engineering environment
- Ability to work as part of a team and to take direction from experienced colleagues
- Commitment to safety culture and willingness to follow all health and safety procedures
- Right to work in the United Kingdom

Desirable

- Highers or A-levels in Physics, Engineering Science, or a related technical subject
- Previous experience in a workshop, engineering, or outdoor/maritime environment
- Evidence of interest in the marine, engineering or diving sector (voluntary, recreational, or academic)
- Full UK driving licence or working toward one

Medical Requirements

MCA Seafarers Medical – successful candidates are required to pass a MCA approved medical.

Candidates wishing to progress to the diving pathway must pass an HSE-approved medical conducted by an Appointed Doctor (AD).

Personal Qualities

Ocean Kinetics is looking for individuals who demonstrate the following:

- A strong work ethic and willingness to learn from experienced professionals
- Resilience and adaptability when working in demanding or changing conditions
- Excellent communication skills and a respectful approach to colleagues and clients
- A methodical, careful approach to technical tasks
- Ambition to develop a long-term career in the marine sector
- Physical fitness and capability to perform manual handling duties (essential for diving route)

What Ocean Kinetics Offers

- A structured four-year development programme with clear milestones and regular review
- Hands-on experience working on real marine projects from day one
- Mentorship from experienced engineers, fabricators, and commercial divers
- Full funding of training fees and professional certifications
- A competitive apprenticeship wage, reviewed annually in line with progress
- Opportunities for overtime and working away allowances where applicable
- A genuine pathway toward permanent employment on successful completion
- The opportunity to be part of a close-knit, respected team in Shetland's marine industry

How to Apply

To apply for the Marine Apprentice at Ocean Kinetics, please submit the following to our HR team:

- A current CV highlighting any relevant education, experience, or interests
- A covering letter (no more than one page) explaining why you are interested in this apprenticeship and what you hope to achieve

Applications should be sent to: info@oceankinetics.co.uk

Ocean Kinetics is an equal opportunities employer. We welcome applications from all backgrounds and are committed to creating a diverse and inclusive workplace.