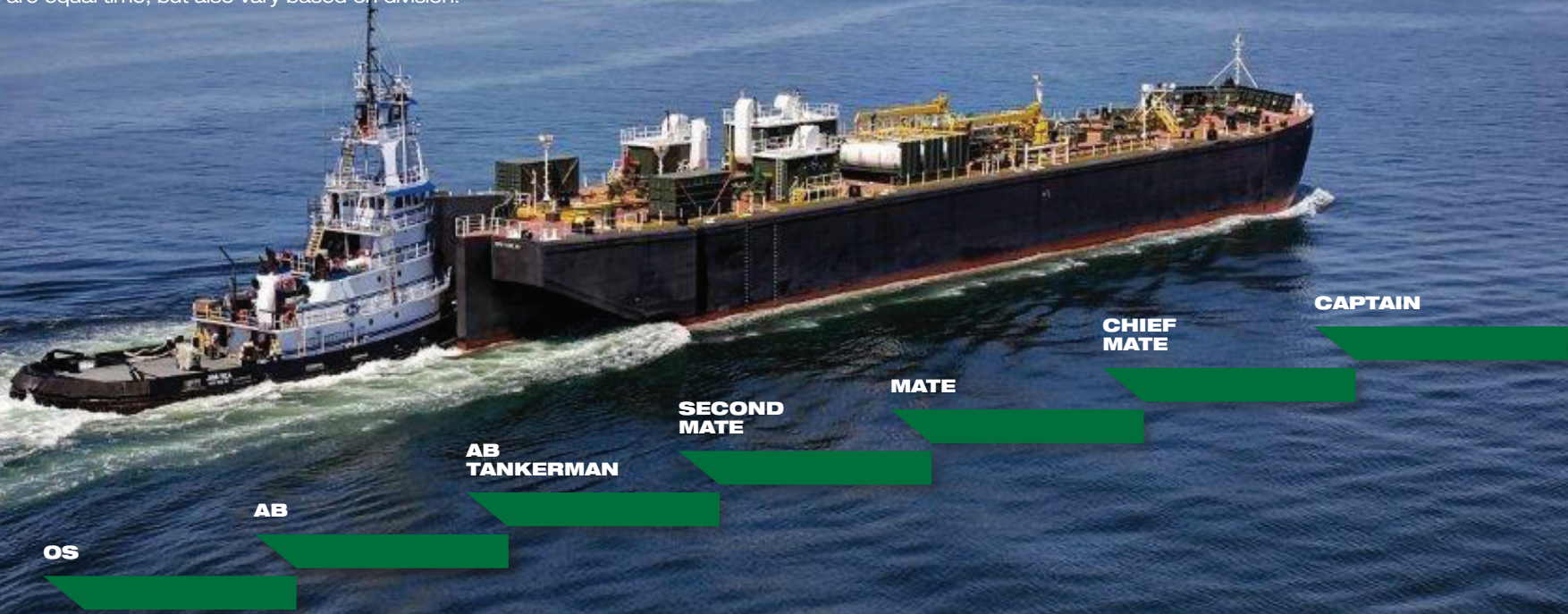


# DECK

Kirby offers an opportunity for candidates to be hired into entry level positions (OS or AB Deckhands) and advance from within. Advancement is based on endorsements held, availability of positions and individual performance. Pay rates will vary based on division. Schedules are equal time, but also vary based on division.

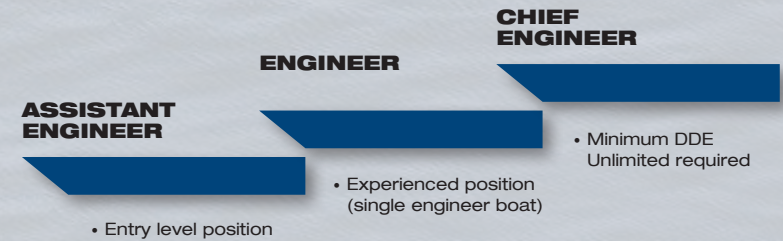
# OFFSHORE

## CAREER LADDER



# LICENSED ENGINEER

Kirby offers an opportunity for licensed engineers to hire in at an entry level position (Assistant Engineer) and advance from within. Working in this position, you will work alongside a Chief Engineer aboard a Kirby tugboat and will be eligible for promotion based on licenses/endorsements held, availability of positions and individual performance. Pay rates will vary based on division. Schedules are equal time, but also vary based on division.



**LEARN MORE AT [KIRBYCORP.COM/CAREERS](http://KIRBYCORP.COM/CAREERS)**

KIRBY IS AN EQUAL OPPORTUNITY EMPLOYER

**ZERO INCIDENTS**

**NO HARM**

TO PEOPLE  
TO THE ENVIRONMENT  
TO EQUIPMENT

