

## ROLE: Welfare Officer

The Welfare Officer has the overall responsibility for crew welfare through morale, social cohesion, and “experience delivery” during the stage of the voyage. This includes planning and executing onboard entertainment, shore activities, and small daily initiatives that keep energy and motivation high—especially during long, repetitive, or demanding periods. On board Saga Farmann, this is the “culture + momentum” role. When done well, it reduces fatigue, prevents friction, improves retention, and materially strengthens safety and performance because the crew stays mentally fresh, connected, and engaged.

### Responsibilities

The Welfare Officer is responsible for planning and executing welfare and entertainment activities that support morale, crew cohesion, and a positive onboard environment—while aligning with the operational plan for the stage.

As Welfare Officer you have the following responsibilities:

- Plan and execute onboard entertainment and social activities suitable for the crew, weather, and operational tempo (games, stories, themed moments, small rituals)
- Plan and coordinate shore excursions and experiences along the route: what to see/do, timing, meeting points, and practical arrangements
- Maintain a “morale plan” for the stage: small daily “kicks” that create variety and positive energy in routines (micro-events, challenges, celebrations, recognitions)
- Coordinate welfare activities with Stage Responsible, Captain, and Chef to ensure they fit with route plan, schedules, rest needs, and safety constraints
- Support crew cohesion and inclusion: ensure newcomers are integrated, and that activities work for different ages, backgrounds, and energy levels
- Act as a low-threshold point of contact for crew sentiment and morale; identify early signs of tension, fatigue, or disengagement and flag to Stage Responsible when needed
- Support hygiene and recovery opportunities as part of welfare (where practical): identify access to showers/sanitary facilities along the route, in coordination with Stage Responsible and The Medic
- Coordinate “special moments” tied to partners/sponsors/events when relevant (without overlapping Stage Responsible event ownership)

## Requirements and skills to fulfill the role

The following requirements defines the role:

- High initiative and strong “host” mentality: able to create atmosphere and engagement without being asked
- Good planning skills and practical execution ability (timing, logistics, contingency thinking)
- Strong people skills: inclusive, emotionally intelligent, and good at reading group energy
- Clear communicator who can coordinate activities without creating stress or disruption
- Good judgement around boundaries: respects rest, privacy, safety, and operational priorities

## Expected deliverables

- A simple welfare/experience plan for the stage (can be lightweight): key shore experiences + onboard morale activities
- Regular onboard “kicks” integrated into daily routines (small positive moments that keep morale high)
- Shore excursion briefs when relevant: what, when, where, meeting point, expected duration, and any local considerations
- A short welfare handover to the next stage: what worked, what the crew responded to, and upcoming opportunities along the route

## Organizational setup

See illustration below.

On board the ship the Captain closely collaborates with the Stage Responsible and the Chef as a part of the daily routines.

## Organization when on the voyage

