

## Job & Person Specification

<b>Job Title:</b>	Harvest Operative	<b>Department:</b>	Harvest
<b>Reporting to (Job Title):</b>	Harvest Manager	<b>Location:</b>	Arnish or Ardyne

### Job Purpose

Our team harvest salmon that are delivered by well boat from our Marine sites across the West of Scotland and discharged into the Harvest Station. Your role will be to harvest salmon humanely within fish welfare standards. Harvesting is a unique role as it acts as a bridge between our salmon farming and processing facilities. It therefore requires a keen eye for animal welfare, in addition to food hygiene standards.

### Person Specification – Essential

- Team player with good communication and interpersonal skills
- Genuine interest in animal welfare
- Has previous experience in following policies and procedures
- Ability to work in a cold and wet environment
- Comfortable working in a physically demanding role

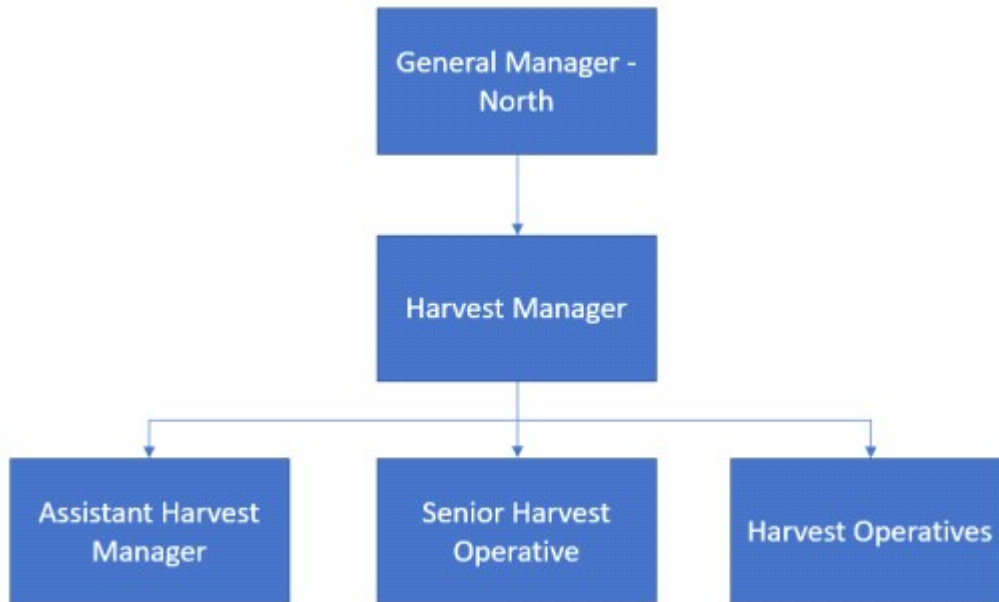
### Person Specification - Preferable

- An understanding of Health & Safety in the workplace
- An understanding of food & personal hygiene in the workplace
- An interest in Aquaculture
- Previous experience is working unsociable hours

### Role Accountabilities

- **Harvesting:** Rotational tasks during shift include stunning and bleeding fish.
- **Fish Welfare:** Complying with fish welfare standards during harvesting.
- **Health & Safety:** Working with machinery and sharps, following Health & Safety procedures and being proactive with the good catch reporting system.
- **Quality Assurance:** Carefully inspecting fish to ensure it meets our quality standards
- **Continuous Improvement:** Contribute to enhancing the working environment by sharing knowledge and ideas to drive positive changes within your team.
- **Cleaning:** Rotational cleaning of welfare areas post-harvest.
- **Attention to detail :** pay close attention to detail, to avoid expensive fish losses in what can be a high-risk environment.

## Organisation Chart



## Values

**We Prioritise Provenance** - We are proud of our provenance, bringing together our cultural differences to raise sustainable, nutritional salmon, with full value chain integrity.

**We Are Passionate** – We celebrate our passion for our business and our people, who go above and beyond to accomplish our shared purpose, together. This is our competitive advantage.

**We Are Respectful** - We respect and care for our natural environment, each other, our employees and our local communities in which we live and work – sustainability is at the heart of everything we do.