

## Job & Person Specification

<b>Job Title:</b>	Senior Marine Operative	<b>Department:</b>	Marine
<b>Reporting to (Job Title):</b>	Marine Site Manager	<b>Location:</b>	Various

### Job Purpose

To work as directed by the Marine Site Manager supervising the Marine Operatives in the day-to-day operation of the marine sites ensuring compliance with the highest standards of husbandry, fish health and welfare, quality standards and health and safety.

### Person Specification – Essential

- Extensive experience of working in aquaculture and fish husbandry
- Full commercial endorsement
- Strong interpersonal and communication skills with the ability to lead a team to achieve high standards.
- A proactive approach to health and safety, able to follow safe working practices and risk assessments.
- Demonstrable experience of achieving organisational targets, site KPIs.
- Adaptable, resilient able to quickly assess and respond to the needs of the business
- Self-motivated with a 'can do attitude' with hands-on leadership style and ability to work collaboratively.
- Willing to work flexible hours to support the production requirements of the business including willing to undertake travel across our aquaculture sites.
- Full clean driver's licence and access to own transport.

### Person Specification - Preferable

- Supervisory experience preferably within an aquaculture environment

### Role Accountabilities

- **Health and Safety:** Evidence a proactive approach to H&S ensuring a positive H&S culture is evidenced on site, through compliance with the Company's Health and Safety Management Systems. Report any H&S concerns including near misses through the 'Good Catch' process. Ensure that operatives only engage in tasks or operate equipment if qualified, trained and competent to do so. Support the Site Manager to ensure that the policy for H&S and security is implemented and clearly communicated to all employees. Deliver inductions on Company Standards, SOPs, Risk Assessments, COSHH Assessments, etc as well as Toolbox Talks and safety briefings to team members as required.
- **Fish Husbandry, Health and Welfare:** Compliance with fish health and welfare standards ensuring that any concerns are reported to the site manager. Responsible for ensuring that the preparation for and treatment of fish on site comply with the VHP, good practice and legal requirements. Maintain accurate records of treatments for auditing purposes and control the safe disposal of unused treatment. Train and supervise marine operatives in the gathering, grading and transporting of fish in line with SOP 's and quality standards. Make recommendations for modifying plans to take account of prevailing environmental conditions and implement changes. Conduct sampling, weighing and grading of fish following SOP requirements .

## Role Accountabilities

- **Environmental and Stewardship:** Ensure that the site complies with biosecurity and environmental standards. Meet stock containment standards and disease and parasite control ensuring that any concerns are reported to the site manager. Ensure good housekeeping, site maintenance, hygiene and cleanliness. Implement and support the monitoring of the site plans and environmental consents. Make recommendations to modify plans to take account of prevailing environmental conditions and implement changes.
- **Boats and Equipment:** Compliance with the high standards expected of the company and ensuring that these standards are embedded in working practice. Highlighting and reacting to issues to ensure that issues are addressed, and high standards are maintained. Support the site manager in preparation for internal and external audits. Supervise the day-to-day use of boats, equipment and machinery. Manage the day-to-day maintenance and repair of all boats, equipment and machinery. Ensure adherence to Company approved contractor procedures, paperwork, permits to work are in place.
- **Technical Standards:** Compliance with the high standards expected of the company and ensuring that these standards are embedded in working practice. Highlighting and reacting to issues to ensure that issues are addressed, and high standards are maintained.
- **Measurement and Control:** Understanding of site KPI's and compliance with achieving and evidencing these to improve site performance
- **Skills and Training:** Fully engage with all training and development offers, including on-the-job training and attendance on internal and external training courses. Evidence a commitment to personal development to evidence the knowledge, performance and attitude documented in the Marine Competency framework.
- **Coaching & Training :** Provides formal training as required, support the site manager to ensure that operatives have the skills and confidence to complete operations in compliance with SOP 's and quality standards.

## 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.

