

## Job & Person Specification

|                                  |                               |                    |                      |
|----------------------------------|-------------------------------|--------------------|----------------------|
| <b>Job Title:</b>                | Processing Operative          | <b>Department:</b> | Processing           |
| <b>Reporting to (Job Title):</b> | Processing Department Manager | <b>Location:</b>   | Cairndow or Marybank |

### Job Purpose

Bakkafrost Scotland is a leading producer of the finest quality Scottish Salmon, operating across the remote Western Highlands and Islands of Scotland. Our Processing Operatives are key to achieving our ambition to be recognised as Scotland's leading fresh food business. In this role you will learn how to complete various tasks relating to preparing Scotland's finest salmon before it is shipped to our customers across the globe. You will be trained to safely use knives and our innovative machinery to produce our high-quality product

### Person Specification – Essential

- Displays a positive and hardworking attitude
- Flexible and adaptable working across multiple tasks
- Team player with good communication skills
- Actively follows policies & procedures
- Ability to work in a fast-paced, challenging environment
- Has an eye for detail to ensure quality and accuracy
- Capable to work in a cold and wet environment

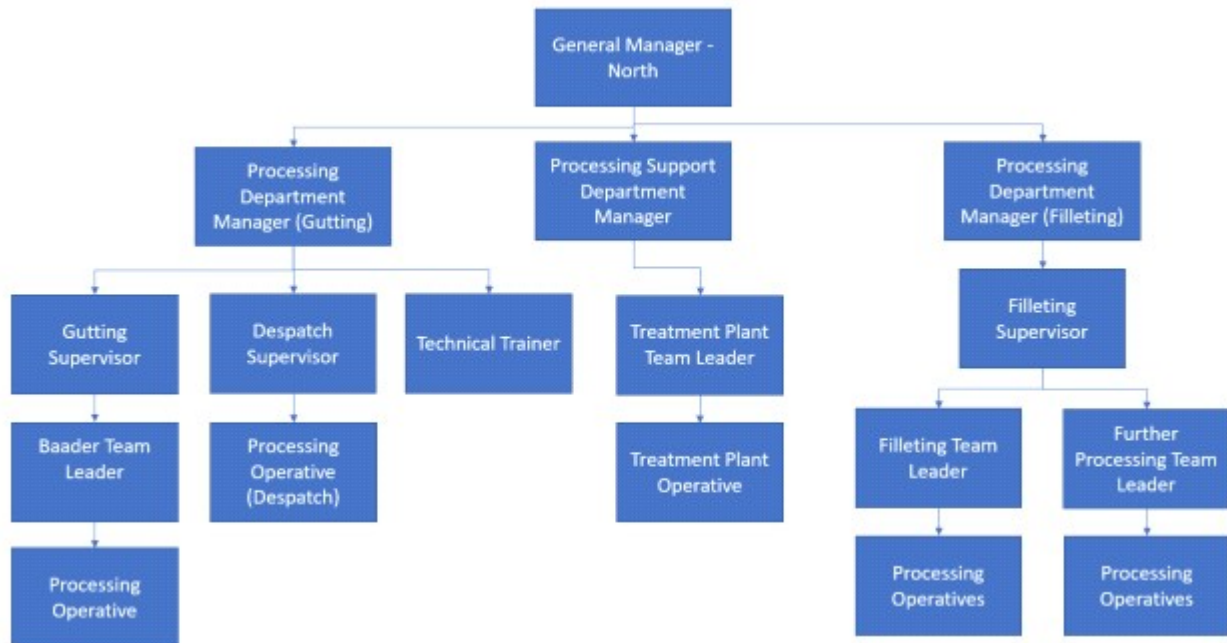
### Person Specification - Preferable

- Experience working in a food processing environment
- Basic/Intermediate Food Hygiene Certificate
- An understanding of Health & Safety in the workplace

### Role Accountabilities

- **Salmon Preparation:** Cleaning, preparing, and inspecting our finest Scottish Salmon to meet customer specifications.
- **Production:** Supporting production whilst performing efficiently and at the required pace whilst maintaining attention to detail.
- **Quality:** Monitoring the production process, carrying out basic testing and quality checks.
- **Finished Product:** Ensuring the final product meets company standards, labelling and packaging product ready for shipment.
- **Continuous Improvement:** Contribute to enhancing the working environment by sharing knowledge and ideas to drive positive changes in your team.

## 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.