

## Job & Person Specification

<b>Job Title:</b>	Feed Technician	<b>Department:</b>	Marine
<b>Reporting to (Job Title):</b>	Marine Area Manager	<b>Location:</b>	Various

### Job Purpose

To work as directed by the Area Manager to implement an effective and efficient feed management operation to optimise fish feeding and growth, ensuring compliance with the highest standards of feed management, fish health and welfare, quality standards and health and safety.

### Person Specification – Essential

- An interest in or experience of working in aquaculture and fish husbandry
- Excellent computer skills, proficient in operating IT systems, data analysis and reporting.
- Strong numerical skills, with the proven ability to complete basic equations
- Strong interpersonal and communication skills with the ability to work cross-functionally and effectively within 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' and ability to work on own initiative
- Willing to work flexible hours outside of normal office hours to support the production requirements of the business.
- Ability to complete a basic sea survival course.
- Full clean driver's licence and access to own transport.

### Person Specification - Preferable

- Experience of working in aquaculture
- Experience of working in a feed technician role or previous feed experience

### Role Accountabilities

- **Reporting & Analysis** : Utilise our latest technology to control our sea site, barge feeding systems across several locations, remotely from one allocated shore base. Monitor feed response and fish behaviour by analysing data across several screens simultaneously. Adjust feed delivery rates, meal profiles and feed quantities as per the above analysis and make recommendations for improvement where required. Compliance with fish health and welfare standards ensuring that any concerns are reported to the site manager.
- **Continuous Improvement**: Deliver best feeding practices with responsibility for fish feeding and growth. Achieve the high standards and KPI's of each site, highlighting and reacting to issues to ensure that issues are addressed, and high standards are maintained.
- **Maximise Output** : Work cohesively with Site Managers to ensure relevant feeding regimes are in place in line with production needs. Understanding of feed and growth KPIs and compliance with achieving and evidencing these.

#### Role Accountabilities (continued)

- **Environmental and Stewardship:** Support the site compliance with biosecurity and environmental standards ensuring any concerns are reported to the site manager. Ensure good housekeeping, site maintenance, hygiene and cleanliness. Meet stock containment standards and disease and parasite control ensuring that any concerns are reported to the site manager.
- **Health and Safety:** Evidencing a proactive approach to H&S to ensure a positive H&S culture is evidenced on site, through compliance with all safe working practices and risk assessments. Report any H&S concerns including near misses through the 'good catch' process. Do not engage in tasks or operate equipment unless qualified and trained to do so.

#### 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.