

## Job & Person Specification

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

### Job Purpose

To work as directed by the Freshwater Site Manager in the day to day operation of the freshwater sites; including, vessels, equipment, hatchery and smolt production sites and shore bases as required.

### Person Specification – Essential

- Interest in aquaculture & fish husbandry.
- Responsible attitude.
- Sound understanding of the importance of Health and Safety issues.
- Current Driving Licence (for Western Isles Posts).
- Ability to work weekend rotas and flexible hours as workload dictates.

### Person Specification - Preferable

- Ideally have technical expertise in aquaculture and fish husbandry, preferably previous hatchery work.
- Good practical skills – mechanical or engineering experience.
- Team player – experience of working co-operatively within a small team.
- Good standard of fitness and excellent attendance record.
- Able to demonstrate good numeric and IT skills.
- Comfortable on and around boats and water.

### 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 all safe working practices, risk assessments, etc. Ensure that positive H&S behaviours are evidenced, such that you not only work safely but also that you ensure the safety of your colleagues. Report any H&S concerns including near misses through the 'Good Catch' process. Only engage in tasks or operate equipment, including FLT's etc if qualified, trained and competent to do so.

**Technical Standards** – operates to the highest standard of husbandry, biosecurity, food safety and quality standards and supports the Site Manager & Senior Freshwater Operative to ensure that these are embedded through the site. Highlighting and reacting to issues when appropriate in areas such as: Production, Environment, Quality, Health and Safety, Fish Welfare, Biosecurity and Hygiene.

**Site Operations** – meet the highest quality standards, following all SOPs i.e.

- Feeding fish according to feed plan and assessing feed intake and the movement of feed stock
- Sampling, weighing and grading of fish
- Disease and Parasite control
- Site maintenance including net changing (Freshwater Lochs) etc.
- Mortality removal
- Boat handling
- Stock movements
- Equipment maintenance.
- Containment checks

### Role Accountabilities (continued)

**Measurement & Control** – Understands the site KPIs and supports the team to ensure that these KPIs are used to improve site performance.

**Skills Training** – Attends all courses as required and only operating machinery authorised and trained to do so.

**The accountabilities listed above are not exhaustive and the post holder may require to complete other reasonable requests within the scope of their abilities and training.**

### 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.