

## Job & Person Specification

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

### Job Purpose

Manage the full operation of the Marine Site or Sites under control ensuring compliance with the highest standards of husbandry, fish health and welfare, quality standards, site and equipment maintenance and health and safety.

### Person Specification – Essential

- Demonstrable leadership and management experience on an aquaculture site.
- Full commercial endorsement
- Strong interpersonal and communication skills, with the ability to motivate small teams
- Demonstrable experience of achieving organisational targets, site KPIs
- Target driven, proactive, results orientated and cost aware with experience of managing and achieving budgets
- 'A hands-on' management style and ability to work collaboratively to achieve results
- First-hand experience of liaising with statutory authorities such as Marine Scotland/SEPA
- 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.
- Full driver's license.

### Person Specification - Preferable

- Extensive experience of managing a salmon aquaculture site.
- Evidence of a commitment to continuous improvement and implementation of innovative approaches to improve the KPIs for all areas.
- Demonstrable experience of implementing and managing change

### Role Accountabilities

- **Health and Safety:** Lead a proactive approach to H&S ensuring a positive H&S culture is implemented on site, through embedding and compliance with the Company's Health and Safety Management System. Ensure a safe working environment exists for all employees, visitors or contractors. Evidence a commitment to encouraging the identification and reporting of any H&S concerns including near misses through the 'Good Catch' process. Ensure that employees do not engage in tasks or operate equipment, including FLT's and command of vessels unless qualified, trained and competent to do so. Support the Area Manager in recommending changes to site plans through effective monitoring, measuring and reporting of H&S performance. Actively lead the risk assessment process at site ensuring suitable control measures are identified and implemented.
- **Fish Husbandry, Health and Welfare:** Ensure the site achieves the highest husbandry, food safety and quality standards. Ensure site compliance with fish health and welfare standards acting upon any welfare or disease issue in line with best practice. Record, analyse and report information to the Area Manager and for audits ensuring compliance with welfare standards and VHP.

#### Role Accountabilities (continued)

- **Environmental and Stewardship:** Ensure site compliance with biosecurity and environmental standards. Ensuring good housekeeping, site maintenance, hygiene and cleanliness. Accountable for the management of site environmental consents. Ensure that all employees are trained and aware of their responsibilities appropriate to their level. Support the Area Manager in collecting any information required for post audit actions and actively implement actions.
- **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:** Maintain the operation under control and ensure the adherence to all standard operating procedures (SOP's). Improve the delivery of KPI's within the area ensuring that KPI's are understood by all employees. Ensure that systems are in place to collect the necessary data to measure performance against the agreed KPI's. Encourage support from other functions where required. Maintain accurate and up-to-date site records relating to site operations (livestock, feed use, environment, biosecurity etc). Measure and manage performance against site production plan by producing and analysing regular reports, including benchmarking against KPIs to determine and implement continuous improvement. Manage and control the total site expenditure to meet or better the budget.
- **Personal and Workforce Development:** Undertake performance appraisals on a regular basis ensuring that training and development plans are documented and implemented to ensure that all employees have the opportunity to 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 the personal development of all employees to evidence the knowledge, performance and attitude documented in the Marine Competency framework. Ensure that the site is adequately resourced, taking responsibility and accountability for recruitment. Manage employee capability, performance and conduct in line with HR policies and procedures.
- **Continuous Improvement:** Evidence a commitment to continuous improvement to improve KPI 's for all areas. Creating an environment where individuals feel able to challenge the status quo, seeks out and encourages the implementation of opportunities for continuous improvement. Propose capital projects for improvement.

#### 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.