

## Job & Person Specification

<b>Job Title:</b>	Biologist	<b>Department:</b>	Biology
<b>Reporting to (Job Title):</b>	Biology Director	<b>Location:</b>	West/North Scotland within manageable distance to key sites

### Job Purpose

An advocate for the health and welfare of our stock, providing expertise to the business in all aspects of aquaculture, from understanding and managing the growth in all freshwater hatcheries and marine farms to supporting the communication process with local and industry stakeholders. Opportunity to develop specialised knowledge or remit to focus on a particular aspect of fish health and welfare support where aligned with business needs.

### Person Specification – Essential

- Biology degree, Veterinary Medicine degree or experience of working as a health manager on production sites
- Knowledge of fish diseases
- Thrives on working within dynamic and challenging circumstances and being able to adjust to shifting priorities whilst still achieving deadlines
- Confident and approachable, able to communicate at all levels of the business from the pen-side to the board room
- Understands, and is proactive in adopting and developing industry best practice
- Routinely evaluates current practices to identify and deliver value improvements and solutions
- Ability to coach and train colleagues in proactively promoting fish health and welfare across the business.
- Understands the interactive relationship between fish health and the environment, and the importance of farming sustainably.
- Excellent IT skills, able to produce detailed analytical reports
- Ability to work in isolation and within a team and to show initiative as required
- Role will involve extensive travel

### Person Specification - Preferable

- Budget management experience with a proactive approach to cost saving
- Analytical approach, experience of working as a specialist central biological or veterinary resource

### Role Accountabilities

- Fish Health – Monitor the health status of all fish stocks, liaising with external veterinary specialists where appropriate. Ensuring effective measures are in place to protect the fish population from diseases and provide / coordinate appropriate treatments when necessary. Producing regular Fish Health Reports. Produce disease data sheets and presentations to production managers as required
- Bio-security - Produce Risk Assessments for Freshwater and Marine fish movements, managing a strategic monitoring approach to fish health as agreed and prioritised with the Marine Production Managers and Head of Health. Produce a regular written Risk Assessment and Health Monitoring Report, recommending action before fish movements take place
- Staff Training – Supply guidance, advice and training to Marine and Freshwater staff. Producing a

Fish Health Training Needs Analysis / Training Matrix. Agree and implement a timetable for training needs with Production Managers, prioritising requirements

- Audits - Plan and deliver an audit plan to include all Marine and Freshwater Sites, highlighting key points and recommendations. Assist in a regular system of external audits of e.g. feed suppliers and other quality critical products
- External Relations - Liaise with all regulatory authorities that have influence upon fish health and related activities
- Emergency Procedures – ensure all procedures and timescales are fit for purpose, making and implementing recommendations for improvement. Ensure the Veterinary Health & Welfare Plan is updated Site by Site, reviewed with each Site Manager and SMO and uses simple colour coded structure
- Reporting & Record Keeping – Produce monthly health reports and participate in production meetings as required, manage and update VHWP’s, end of cycle reviews and incidence reports as required
- Investigations – Produce investigation/trial proposals for practical research that can provide a real and beneficial impact on health management of all stages of salmon production. This might include implementing monitoring programs
- Meetings – Attend industry/research meetings and provide concise updates to relevant parties
- Insurance claims – Working with finance process insurance claims in line with Company procedure and in a timely manner

## Organisation Chart

**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.