

Job & Person Specification

Job Title:	Environmental Compliance Manager	Department:	Biology
Reporting to (Job Title):	Biology Director	Location:	Oban

Job Purpose

To oversee and manage the environmental regulatory compliance of all Marine and Freshwater sites, ensuring all operations comply with environmental legislation and regulations set by The Scottish Environment Protection Agency (SEPA) and other regulatory bodies.

Person Specification – Essential

- Degree in Marine or Environmental Sciences.
- Previous experience in planning, undertaking and reporting environmental monitoring surveys.
- Sound understanding of Scottish Aquaculture environmental legislation and regulatory requirements.
- Experience in analysing, reporting and presenting scientific data.
- Ability to manage stakeholder relationships.
- Strong interpersonal and communication skills.
- Excellent time management.
- Good logical thinking with the ability to solve problems.
- Full UK driver's license.

Person Specification - Preferable

- Previous role in environmental compliance management,
- Accreditation to any Environmental Management bodies (IEMA preferred).

Role Accountabilities

- To ensure that the company complies with all environmental legislation and regulatory obligations.
- To ensure that the company meets all environmental regulatory compliance reporting and monitoring requirements.
- To maintain a sound understanding of business requirements and compliance obligations under relevant legislation, providing expert advice to the management team on improvement measures and efficiencies.
- To research, advise and regularly update the management team of all issues relating to all environmental compliance matters which could be of relevance to the company.
- To continually manage the company's compliance performance, including internal assessment and external SEPA assessments.
- To plan, resource, undertake and report for the Scottish operation's benthic compliance monitoring programme within the consented timeframe.
- To oversee and manage the effluent quality monitoring programme to ensure compliance with environmental Controlled Activities Regulations (CAR) requirements.
- To oversee and manage the reporting obligation requirements to ensure compliance with environmental Controlled Activities Regulations (CAR) requirements.
- Create mitigation plans for sites which fail, or continually underperform against, their environmental legal obligations.
- Manage external contracts for analytical laboratory services and other services that may be required.
- Liaise regularly with SEPA and other external regulators, attend meetings, training and conferences



as required:

- Ensure activities meet with and integrate with the requirements for quality management, health and safety, legal stipulations, environmental policies and general duty of care.
- Manage internal early warning systems for potential non compliances.
- Develop and maintain strong relationships with SEPA, and other relevant stakeholders.

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.