

## Job & Person Specification

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

### Job Purpose

To work as directed by the Marine Site Manager in the day-to-day operation of the marine sites ensuring compliance with the highest standards of husbandry, 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
- Strong interpersonal and communication skills with the ability to work 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 to support the production requirements of the business
- Ability to complete the requirements for commercial endorsement including an ML5 medical and basic sea survival.
- Full clean driver's licence and access to own transport.

### Person Specification - Preferable

- Commercial endorsement.
- Valid and relevant certification including Basic Sea Survival, boat tickets, FLT, VHF, PPR.
- Extensive experience of working in aquaculture and fish husbandry

### 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 and command of vessels if qualified, trained and competent to do so.
- **Fish Husbandry, Health and Welfare:** Compliance with fish health and welfare standards ensuring that any concerns are reported to the site manager. Manage and report on sea lice identification following SOP requirements. Conduct sampling, weighing and grading of fish following SOP requirements. Manage and report on moribund and mortality removal reporting any concerns, unusual patterns to the Senior Marine Operative/Site Manager. Carry out procedures which maintain water exchange and oxygen levels. Deliver best practice in stock movement standards and reporting.

### Role Accountabilities

- **Environmental and Stewardship:** Ensure that the site complies with biosecurity and environmental standards in relation to the maintenance of environmental consents in accordance with legislation. Meet stock containment standards and disease and parasite control ensuring that any concerns are reported to the site manager.
- **Boats and Equipment:** Changing of nets following SOP requirements. Operating plant machinery, including safe operation and command of FLT's and boats and correct use and maintenance of all equipment
- **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:** Understanding of site KPI's and compliance with achieving and evidencing these to improve site performance
- **Skills and Training:** 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 personal development to evidence the knowledge, performance and attitude documented in the Marine Competency framework.

### 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.