

Job & Person Specification

Job Title:	First Mate	Department:	Marine
Reporting to (Job Title):	Skipper of Vessel	Location:	Various

Job Purpose

This role is to support the work undertaken by the vessel across our marine farms within our North and South region. Your role will be to provide relief cover on the vessel during operations and you will be second in command on board the vessel. You will report to the Skipper of the workboat and ensure that the vessel is maintained to a high standard.

Person Specification – Essential

- ML5 OR ENG1 Medical Certificate
- STCW/RYA First Aid or equivalent
- VHF SRC Radio
- Stability Training
- STCW Fire Fighting and Prevention
- Radar and Electronic Chart Systems Training
- STCW/RYA Sea Survival
- Sea Crane/Capstan & Winch Training
- Full UK Driving License
- Dayskipper/Advanced Powerboat or equivalent with commercial endorsement
- At least 2 years' experience on board a similar sized vessel
- A proactive approach to Health and Safety, able to follow safe working practices and risk assessments
- Willing to work flexible hours to support the production requirements of the business including willing to undertake significant travel across our aquaculture sites, regularly working away from home.

Person Specification - Preferable

- An interest or previous experience within an Aquaculture role
- Experience of Line Management
- Sufficiently familiar with operation and maintenance of the vessels machinery to ensure safe passage (evidence of knowledge – no specific certification required)

Role Accountabilities

- **Boats and Equipment:** Assist with pre-treatment cage set-up and post-treatment cage management following SOP requirements. Operate within the safe working practices in relation to operation of plant machinery. Carry out cleaning and routine maintenance of specialist equipment including safe pre-use checks.
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- **Fish Husbandry, Health and Welfare:** Compliance with fish health and welfare standards ensuring

that any concerns are reported to the site manager. Ensure that operations comply with sea lice identification, treatment and management and reporting standards. Deliver best practice in gathering, grading and transporting fish as per site specifications

- **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. Ensure that all equipment is disinfected prior to moving to a new site in line with Company biosecurity guidelines.
- **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.
- **Health and Safety:** Evidencing a proactive approach to H&S to ensure a positive H&S culture is evidenced on site, through compliance with all safe working practices and risk assessments. Report any H&S concerns including near misses through the 'good catch' process. Only engage in tasks or operate equipment, including FLT and command of vessels if qualified and trained to do so.

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.