

Job & Person Specification

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| Job Title: | Harvest Manager | Department: | Harvest North |
| Reporting to (Job Title): | General Manager - North | Location: | Arnish |

Job Purpose

As a Harvest Manager you will manage the full operation of the Arnish Harvest Site, ensuring compliance with the highest standards of hygiene, fish welfare, quality standards, site maintenance and health and safety, whilst leading, coaching and developing a strong team

Person Specification – Essential

- Minimum of 2 years prior experience managing a team
- Strong organisational, leadership and communication skills, with the ability to pass on information clearly and precisely. Listens, takes action and feeds back as appropriate.
- Experience of driving H&S standards, championing a broad understanding of best practice.
- Displays a can do, problem solving approach with the ability to make decisions, identifying team strengths and adapt people utilisation to overcome challenges.
- Has the ability to conduct investigations and disciplinary hearings.
- Hold a valid full driver licence.
- Competent MS Office skills and related reporting skills.
- Takes ownership of own professional development

Person Specification - Preferable

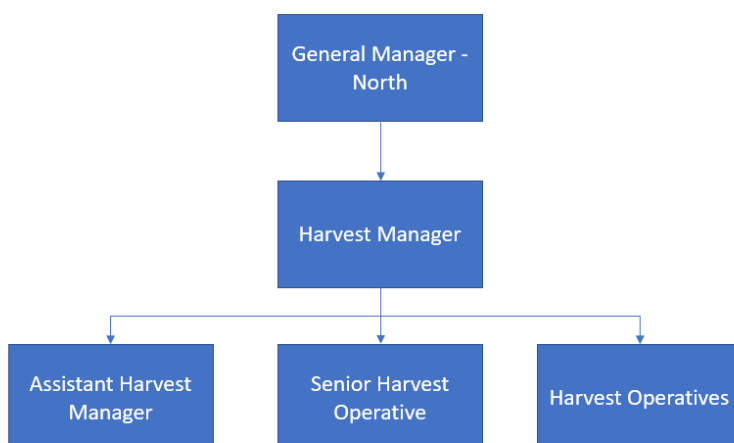
- Certified in Fish welfare, Level 3 HACCP, Level 3 Food Hygiene
- Previous experience working unsociable hours
- Ability to work in a cold and wet environment

Role Accountabilities

- Manage the harvest process with an eye for speed, efficiency, quality, fish welfare and consistency
- Work closely with the well-boat team to ensure safe discharge of fish
- Work closely with General Manager and Processing Manager to create weekly and daily harvest and processing plans.
- Collaborate with Marine Site Managers, building relationships to understand harvest preparation

- Attend all departmental manager meetings.
- Create and maintain Harvest inventory records.
- Ensure Harvest vehicles, knives and equipment are washed and stored properly at the end of each day.
- Responsible for Health & Safety on site and ensure team follow safe working practices, reporting any hazards and near misses through good catch system.
- Onsite point of contact for auditing bodies and responsible for maintaining records to auditing standards
- Identify opportunities for cost reduction by challenging existing practices, procedures and methods without compromising quality or service level.
- Coaching and developing Assistant Harvest Manager and Senior Harvest Operative

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.

