

Job & Person Specification

Job Title:	Freshwater Operative	Department:	Freshwater
Reporting to (Job Title):	Site Manager (daily task direction given by Senior Freshwater Operative)	Location:	Applecross

Job Purpose

Reporting to the Site Manager, the Operative will work as directed by the Senior Operative in their assigned unit to complete the daily operational tasks of the RAS units.

Person Specification – Essential

- Sound understanding of the importance of Health and Safety issues
- Interest in aquaculture & fish husbandry
- Responsible attitude
- Ability to work weekend and on-call rotas and flexible hours as workload dictates

Person Specification - Preferable

- Ideally have technical expertise in aquaculture and fish husbandry, preferably previous RAS experience
- Good practical skills
- Team player – experience of working co-operatively within a team
- Good standard of fitness and excellent attendance record
- Able to demonstrate good numeric and IT skills

Role Accountabilities

Health & Safety – Follows safe working practices and as a team member, ensures a safe working environment exists for all employees on the site. As a minimum meets the standards set out in the Group Health & Safety policy.

Accountable for own personal H&S and expected to contribute to a workplace culture that puts H&S first by:

- Following all instructions given;
- Using the “Good Catch” system;
- Having an awareness of the Monthly 100 system;
- Following SSC H&S procedures, i.e. incident reporting;
- Ensuring that own actions don't put yourself or anyone else at risk;
- Monitoring H&S on site and where appropriate making recommendations for improvement.

Technical Standards – operates to the highest standard of husbandry, biosecurity, food safety and quality standards and supports the Site Manager and Senior Operatives to ensure that these are embedded through the site.

Fish Husbandry and Welfare

- Checking conditions of holding units
- Maintaining and adjusting environmental controls for holding units including monitoring and controlling water flows and quality
- Monitoring and recording environmental parameters
- Handling fish across different routine operations and recognising signs of stress in fish
- Ensuring fish welfare standards are met
- Performing husbandry operations such as grading, vaccination, transfers or stocking fish into

holding units, disinfecting ova and maintaining environmental parameters

- Performing specialist operations such as salt testing, ATPase sampling, salt dosing and programming fish counters
- Identifying signs and causes of stress in fish and rectifying
- Responding to alarm situations

Fish Health

- Adhering to and ensuring site biosecurity
- Collecting, preparing and analysing routine samples
- Treating health problems in fish

RAS Systems

- Identifying technical faults and requirements within the system and reporting to Senior Operative.
- Performing corrective actions on faulty equipment and systems within individual capabilities and training status.
- Operating systems and equipment as required and trained to do for specific activities such as fish handling systems.

Environmental Stewardship

- Measuring and recording environmental conditions accurately
- Identifying stress in fish and signs of predator activity and minimising impact of such activity through maintenance of holding units
- Participating in environmental consents in accordance with legislation
- Collecting and inputting data for containment audits
- Monitoring site production plan in relation to environmental consents, analysing data and reporting any deviations

Site Operations – meet the highest quality standards, following all SOPs

Feed, Feeding, Fish Growth and Development

- Receiving and storing feed and recording quantity of feed fed
- Performing and recording sample weights, calculating average sample weights, biomass and condition factors
- Feeding fish according to feed plan and assessing feed intake
- Adapting feed plan based on environmental conditions
- Inputting basic data into FishTalk and analysing data as requested
- Performing specialist tasks pertaining to fish development

Systems Maintenance and Structures

- Checking conditions of holding units
- Responding to emergencies as per Company procedures
- Identifying and reporting required maintenance as part of daily checks
- Lifting, transferring and positioning loads and controlling equipment
- Adhering to Company Approved Contractor procedures

Transfer and Sales

- Following site biosecurity protocols
- Assisting with preparation of equipment and transport tanks for stock transfers
- Monitoring and accurately recording environmental parameters
- Preparing and transporting fish, including adjusting transport operations in response to changing environmental conditions
- Specialist tasks pertaining to fish development

Measurement & Control – Understands the site KPIs and supports the team to ensure that these KPIs are used to improve site performance.

Personal and Workforce Development – Attends all courses as required and only operating machinery authorised and trained to do so.

- Working with others in a professional manner
- Developing and maintaining personal performance
- Participating in performance appraisal process
- Demonstrating good interpersonal, team building and, in some cases, team leading skills
- Providing feedback to site manager when requested
- Actively participating in workforce and Company developments

The accountabilities listed above are not exhaustive and the Operative may be required to complete other reasonable requests within the scope of their abilities and training.

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.



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