

Job & Person Specification

Job Title:	Mechanical Treatment Operative	Department:	Marine
Reporting to (Job Title):	Supervisor & Logistics Manager	Location:	Various

Job Purpose

To work as directed by the Logistics Manager and Mechanical Treatment Supervisor in the day-to-day operation of site treatments ensuring compliance with the highest standards of fish health and welfare, quality standards, equipment management 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 including willing to undertake significant travel across our aquaculture sites, regularly working away from home.
- 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

- **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.
- **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.

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.
- **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.