

Job & Person Specification

Job Title:	Applecross Deputy Manager	Department:	Freshwater
Reporting to (Job Title):	Applecross General Manager	Location:	Applecross

Job Purpose

Leads and develops the site team with a strong focus on H&S, biosecurity, production targets, standardisation of processes and compliance.

- Regular monitoring of production against planned targets for the site, discussing necessary adjustments to minimise any deviation from the production targets with the General Manager.
- Plans and co-ordinates key production tasks across the site, e.g. stock vaccination, grading, fry, parr movements and smolt transfer.
- Ownership of the day to day running of the site with specific focus on fish growth, health and welfare.
- Maintains a high level of fish health, biosecurity, hygiene, H&S and operational standards, using the SOPs and Health and Safety standards to measure and improve performance.
- Regular review and measurement against the site KPI's to drive continuous improvement against Production, Financial and H&S targets.
- Coaches and mentors the site staff, building a strong team while ensuring training and development plans are in place for all site staff, mapped against the Competency Framework.
- This job specification is not exhaustive, and the incumbent will be expected to complete other reasonable requests as required.
- Deputises for general manager in their absence

Person Specification – Essential

- Management or supervisory experience on a recirculation freshwater aquaculture site, ideally with salmon.
- Strong interpersonal and communication skills, with the ability to motivate people teams.
- Organised and able to cope with multiple tasks and priorities - ability to work under pressure and deliver agreed objectives within strict deadlines.
- Results driven, proactive manager with strong awareness on quality and cost, self-motivated, with the ability to work on own initiative.
- 'A hands on' management style and able to work collaboratively.
- Proven record of maintaining excellent Fish Husbandry and Environmental standards.
- Ability to accumulate and interpret statistical data in relation to production and budget targets.
- Takes a can-do approach to all activities. Anticipates issues and has solutions prepared in advance

Role Accountabilities

Health & Safety

Delivers site safety targets

Achieves high level of H&S at site level to ensure the well-being of all staff and visitors. Ensures H&S best practice is continually applied, and that all staff are adequately trained, understand, and comply with all Health & Safety policies and operating procedures. Audits regularly, ensuring a focus on staff welfare as well as working practises, fostering a safety first approach at all times.

Fish Husbandry, Health & Welfare

Deliver site welfare targets

Fully accountable for the management of all fish husbandry, health and welfare practices in area of control including: working with the Biology Department in maintaining the site VHP; ensuring full compliance with other relevant Quality Assurance schemes and ensuring that the site team are sufficiently trained in all aspects of husbandry.

Maintains site records and provides the appropriate data to the General Manager to agree necessary changes to maintain production and health and welfare targets. Able to seek and act on advice from veterinarian and Biology Department. Reports on information to site staff and Senior Management.

Environmental Stewardship

Work with General Manager to deliver site environmental targets

Fully accountable in area of control for the management of site environment including responsibility for ensuring water quality parameters comply with BFS KPI's and other relevant Quality Assurance scheme standards and ensuring that the site team are sufficiently trained.

Personal & Workforce Development

Deliver site people targets

Promotes a culture of professionalism and teamwork through strong leadership, coaching, and communication. Develops a strong team to deliver the site plan and meet performance targets. Manages staff work patterns ensuring that the site is always adequately resourced. Actively participates in the recruitment process, developing individual training programmes and setting and agreeing SMART targets. Uses disciplinary procedures to manage conduct and performance issues in liaison with the General Manager and HR Department. Ensures that process is managed fairly, according to BFS policies and procedures.

Understands the impact of own decision making.

Feed, Feeding, Fish Growth & Development

Work with Feed Technician to deliver site production targets

Ensures accurate feeding implementation, data capture and analysis on an ongoing basis to achieve production targets. Reacts with necessary changes to correct deviation. Communicates results to their site team and General Manager.

Technical, Equipment & Logistics

Manages resources

Manage all equipment and machinery resources within scope of responsibility. Ensure all site equipment within scope is appropriate for the task and maintained in good working condition. Working with the Engineering Department and General Manager, develop co-ordinated maintenance schedules and budgeted plans for replacement of equipment as required.

Ensure that staff are adequately trained in the use of all work equipment.

Customer Service

Internal / external customer focussed

Delivers high quality "internal and external customer service levels" within the business. Evaluates performance with a view to recommending improvements within own area of responsibility. Builds and



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maintains excellent working relationships with other departments and sites within BFS and with external suppliers.

Quality Assurance

QMS and EMS

Has a good working knowledge of the context and processes relevant to BFS Quality Assurance schemes.

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.