

Job & Person Specification

Job Title:	Lead Freshwater Technician	Department:	Freshwater
Reporting to (Job Title):	Site Manager	Location:	Applecross

Job Purpose

To work as directed by the Site Manager in the daily operation of their assigned RAS unit. To lead the husbandry, welfare and freshwater activities (including water analysis, grading, vaccination and stock intake and transfer) in a specific RAS unit section and supervise assigned Technicians in their daily duties.

Person Specification – Essential

- Sound understanding of the importance of Health and Safety issues and ability to lead others in a proactive way.
- Experience in aquaculture & fish husbandry (preferably RAS experience).
- Responsible attitude and sense of ownership and accountability.
- Ability to work weekend rotas and flexible hours as workload dictates .

Person Specification - Preferable

- Technical expertise in aquaculture and fish husbandry, preferably in RAS technology.
- Good practical skills.
- Team leader and player – experience of working co-operatively within a team and ability to lead by example and supervise others during tasks.
- 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. Leads by example on H&S standards and reporting.

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

- Ensuring safety is put first within your area of responsibility;
- Following all instructions given;
- Using the “Good Catch” system;
- Having an awareness of the Monthly 100 system;
- Leading 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, making recommendations for improvement and communicating changes to team members;
- Actively develop a H&S first culture;
- Supporting Management with the implementation and monitoring of H&S tools and policies.

Technical Standards – operates to the highest standard of husbandry, biosecurity, food safety and quality standards and supports the Site Manager & senior Lead Freshwater Technicians to ensure that these are embedded through the site. Highlighting and reacting to issues when appropriate in areas such as: Production, Environment, Quality, Health and Safety, Fish Welfare, Biosecurity, water quality and Hygiene.

Fish Husbandry and Welfare

- Daily checking all stock, ensuring best practice fish health 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
- Leading and performing husbandry operations such as grading, vaccination, transfers or stocking fish into holding units, disinfecting ova and maintaining environmental parameters
- Leading and performing specialist operations such as salt testing, ATPase sampling, salt dosing, setting up graders, machine vaccination and programming fish counters
- Teaching and training Technicians on the above duties
- Supporting management in organising resources required to complete planned production activities
- Supporting management with ways to improve performance and productivity

Fish Health

- Adhering to, leading and ensuring site biosecurity
- Collecting, preparing and analysing routine samples
- Supervising the treatment of health problems in fish, calculating treatment dosages and withdrawal periods in liaison with Biologist, Senior Lead Freshwater Technicians and Site Manager
- Monitoring VHP and recommending improvements and amendments
- Recognising disease and liaising with Biologist for advice
- Mentoring and training Technicians

RAS Systems

- Identifying and diagnosing technical faults and requirements within the system and reporting to Assistant Manager or Engineering.
- Performing and ensuring 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 and RAS 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
- Implementing and monitoring the site plan and environmental consents on a daily basis and making recommendations for modifying plans where required

Site Operations – meet the highest quality standards, leading by example, and following all SOPs and Risk Assessments.

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
- Analysing feed and feed performance to develop feed and feeding regimes for improvement
- Sourcing and procuring necessary feed supplies and equipment
- Monitoring production plan, making recommendations for improvement and implementing mechanisms to deal with projected shortfalls
- Understanding salt transfer plans, advising if deviations are required

Systems Maintenance and Structures

- Checking conditions of holding units
- Checking all associated RAS systems.
- 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
- Planning, allocating and delivering maintenance work to a schedule
- Running equipment asset list and maintenance and repair programme, ensuring sufficient resources are allocated

Business Skills and Management

- Supporting management in devising and delivering site plans

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 and supporting the development of others
- Participating in performance appraisal process
- Demonstrating good interpersonal, team building and team leading skills
- Providing feedback to site manager when requested
- Actively participating in workforce and Company developments
- Aiding the planning and allocating of work effectively by prioritising critical activities
- Mentoring and training others

The accountabilities listed above are not exhaustive and the Lead Technician may require to complete other reasonable requests within the scope of their abilities and training.

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.