Job & Person Specification

Job Title:	Freshwater Operative	**Department:**	Freshwater
Reporting to (Job Title):	Site Manager	**Location:**	Various

Job Purpose

To work as directed by the Freshwater Site Manager in the day to day operation of the freshwater sites; including, vessels, equipment, hatchery and smolt production sites and shore bases as required.

Person Specification – Essential

- Interest in aquaculture & fish husbandry.
- Responsible attitude.
- Sound understanding of the importance of Health and Safety issues.
- Current Driving Licence (for Western Isles Posts).
- Ability to work weekend rotas and flexible hours as workload dictates.

Person Specification - Preferable

- Ideally have technical expertise in aquaculture and fish husbandry, preferably previous hatchery work.
- Good practical skills – mechanical or engineering experience.
- Team player – experience of working co-operatively within a small team.
- Good standard of fitness and excellent attendance record.
- Able to demonstrate good numeric and IT skills.
- Comfortable on and around boats and water.

Role Accountabilities

Health and Safety: Evidence a proactive approach to H&S ensuring a positive H&S culture is evidenced on site, through compliance with all safe working practices, risk assessments, etc. Ensure that positive H&S behaviours are evidenced, such that you not only work safely but also that you ensure the safety of your colleagues. Report any H&S concerns including near misses through the 'Good Catch' process. Only engage in tasks or operate equipment, including FLTs etc if qualified, trained and competent to do so.

Technical Standards – operates to the highest standard of husbandry, biosecurity, food safety and quality standards and supports the Site Manager & Senior Freshwater Operative 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 and Hygiene.

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

- Feeding fish according to feed plan and assessing feed intake and the movement of feed stock
- Sampling, weighing and grading of fish
- Disease and Parasite control
- Site maintenance including net changing(Freshwater Lochs) etc.
- Mortality removal
- Boat handling
- Stock movements
- Equipment maintenance.
- Containment checks

Role Accountabilities (continued)

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

Skills Training – Attends all courses as required and only operating machinery authorised and trained to do so.

The accountabilities listed above are not exhaustive and the post holder 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.