**Partner Job Description**

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| **Job Title** | **Aquaculture Farming Assessment Manager** |
| **Reports to** | Head of Aquaculture, Ed Ley-Wilson [ed.ley-wilson@aquascot.com](mailto:ed.ley-wilson@aquascot.com) |
| **Department** | Aquaculture |
| **Location** | Field and office based, ability to work from home but also need to attend Head Office as required.  Head Office: Fyrish Way, Alness; Averon Way, Alness; or such other place as we may reasonably determine. |
| **Travel Required** | Extensive regular travelling essential for the role and also expected to work from home as well as having the capacity to visit the Head Office |
| **Hours** | 37.5 hours per week (flexibility on working days required) dependent on logistics of travel arrangements. |
| **Pay Band** | Knowledge Experts. Salary dependent on experience. |
| **Deputy For** | Head of Aquaculture, Ed Ley-Wilson [ed.ley-wilson@aquascot.com](mailto:ed.ley-wilson@aquascot.com) |

**Introduction - The Aquascot Aquaculture team**

Aquascot is an employee-owned seafood business based in the highlands employing 190 people from our local community. We have been a dedicated supplier of fresh salmon products to Waitrose since 1993 and we pride ourselves on the quality, nutrition, taste and provenance of the food we produce.

Key to this is our ability to source healthy, well looked after fish and the Aquaculture team is responsible for creating and maintaining a hierarchy of best practice within the farming community and selecting fish only from quality approved ‘Waitrose Select’ farms.

Waitrose values of partnership, trust and understanding are mirrored in our own relationship with our farming supply partners. Sustainability and ethical sourcing policies sit at the heart of a continuous improvement process, monitored and supported by the Aquascot Aquaculture team right along the supply chain.

Because Aquascot operates with almost all the major salmon farming companies in the country, the Aquaculture team enjoys a unique overview of the wider industry. We agree values and farming protocols with all our farming supply partners and our interest ranges from fish husbandry and animal welfare to the sustainability of sourcing feed ingredients, carbon footprint, modern day slavery and product integrity. Full company details are available at [www.aquascot.com](http://www.aquascot.com)

**Main Purpose of the Role**

To support the Head of Aquaculture in building trusting relationships with salmon farmers and farming companies, visiting and assessing farms to gather industry data, producing reports, sharing results, constructing and agreeing new assessment programs with farming partners and working closely with the Aquaculture Officer and Innovation Lead to develop the Aquascot Aquaculture Hub as a value laden, knowledge based department.

To live the vision and values of Aquascot.

To engage with internal departments, with client(s), farming companies, farm support businesses and regulators as appropriate to ensure high levels of knowledge and understanding underpin Aquascot’s Aquaculture HUB.

To focus on continual improvement as a guiding theme for the role, for the department, for Aquascot and for all farming partners.

This role will require extensive travel throughout Scotland (approx. 3 days per week), with visits to Head Office as required. You will need the ability to work from home too.

Postholder home base preference area: range from Skye, Fort William, Ullapool or Ross-shire

**Key Duties & Responsibilities (for given area)**

* To support the Head of Aquaculture both in building relationships with the fish farmers and clients and in developing the Aquascot Aquaculture HUB (knowledge expert) as a value laden department.
* To deliver Aquascot’s Waitrose ‘feet on the farm’ assessment program at the ground level.
* To understand and champion client’s Ethics & Sustainability ambition and to support it within the farm assessment program.
* To visit farms, hatcheries, well boats, harvest units and gutting packing sites in order to achieve the Waitrose Select farm requirements.
* To support and champion continuous improvement throughout the Aquaculture industry.
* To liaise with our farming partners to organise assessments and other visits to farms, hatchery, well boats, harvesting and packing units or other units as required.
* To work effectively with the Aquaculture Officer and Innovation Lead in a mutually supportive fashion including, as agreed between you, joint visits to farms.
* To support the Aquaculture Officer in the task of producing reports, trends and research as applicable.
* To be an effective communicator both within the Aquascot team and outwards to farming partners and clients alike.
* To build trusting relationships with each farming supply partner. To protect data. Integrity is key.
* To build deep knowledge of industry practice including innovations and research as applicable.
* To provide Assessment reports for farming partners as required.
* To provide customer-facing written reports on husbandry issues/challenges for client as required
* To understand and engage with NGO and/or anti-farming criticism and provide written responses for client as required.
* To recognise legitimate criticism of husbandry techniques and find ways to agree and support change with suppliers as appropriate.
* To respond to any specific farming challenges with additional visits, calls and reports as required.
* To liaise with Aquascot’s procurement and technical team to ensure alignment on what farms are currently ‘Waitrose Select’.
* To act on any aquaculture related issues discovered in Aquascot’s processing unit.

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| **Key Competencies (****Knowledge & Experience, Skills, & Behaviours)** |

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| **1. Knowledge & Experience** |

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| Level of Formal Education: | Degree or above in aquaculture, biological sciences or other related area (essential) |
| Area of Study: | Aquaculture or Marine biology based degree would be ideal. Should also have a broader interest in farming, environment, ecology, animal welfare, sustainability, food production. |
| Years of Experience: | Two years in salmon or sea grown trout farming industry |
| Type of Experience: | On farm experience essential. Experience of external audits useful. Broad base of experience from elsewhere in the industry also of interest. |
| Technical Competencies: | Fish health and farm husbandry knowledge essential. Wider technical knowledge useful. |

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| **2. Skills/Abilities & Personal attributes** |

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| Skills and Ability: | Good working knowledge of salmon or sea grown trout farming  The ability to ‘connect’ with farm managers and staff  Ability to take decisions and articulate the ‘why’.  Great persuasion skills  To be able to build trust and integrity quickly  To have the ability to trouble shoot potential issues  To have a logical mindset………….comfortable with gathering, interpreting and presenting data/reports (often of a scientific nature)  Data mining and gathering of Key Performance Indicators  To have the ability to undertake research/projects  To be able to articulate ideas well in written format……reports, ideas, emails etc.  To operate as part of a team  To be able to prioritise information/tasks and work efficiently  To understand the customers’ needs and articulate those for the supply chain |
| Personal Attributes: | Loves a challenge  Likes making things happen  Diligent, tenacious with keen eye and attention to detail.  Committed and reliable  Resilient  ‘Action lead’………..naturally sets outcomes and works to achieve measurable results  Positive mental attitude, ‘glass half full’ type person. Sees the opportunity not the problem.  Flexibility - ability to juggle a variety of tasks and adapt quickly to change  Happy for lone working as required.  Happy to travel weekly, often away for days at a time.  Self-motivated but able to work well as part of a team  Inclusive and aware of others’ levels of knowledge and preferred ways of working  Empathetic |

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| **3. Behaviours** |

* Enthusiastic, resilient and task orientated with a good working knowledge of Salmon or Sea Trout farming and an ability to hold your own when visiting a farm as an Assessor.
* A questioning mind and an interest in detail are essential but not to the detriment of being able to make decisions and move ideas forward to action.
* A keenness to make things happen.
* Personable, good listener and keen to communicate with a wide range of people either via the phone, by email and especially face to face as required.
* As well as being able to work well in collaboration with others, candidates will also be well organised, able to work independently and will not be afraid to take the initiative when appropriate.
* A strong desire for identifying and promoting best practice within the salmonid farming community.
* A strong desire to understand customers’ needs and communicate those to the farming community.

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| **Other Duties or Responsibilities** |

Any other reasonable duty as may be assigned that is consistent with the nature of the job and its level of responsibility.

The role is responsible for working in compliance with all Aquascot policies and procedures to enable the identification and recording of issues relating to the management of risk

Controlled, chilled factory environment with some Health & Safety risks, which require all health and safety standards, policies and procedures to be complied with, including manual handling and following PPE procedures

Equality and Diversity - Co-operate with all policies and procedures designed to ensure equality of employment. Co-partners must be treated equally irrespective of gender, ethnic origin, age, disability, sexual orientation, religion etc

It is an express condition of employment that you are prepared to transfer to alternative work locations or duties within your place of work. This flexibility is essential as the type and volume of work is always subject to change and it allows the Company to operate efficiently and effectively.

**End**