



ROOTED IN NATURE

Grieg Seafood BC operates 22 farms and a hatchery in BC and employs 180 people in coastal communities. GSF BC is licensed to produce 23,400 tonnes of salmon annually to North American and Asian markets.

Saltwater Production Director

Grieg Seafood BC Ltd., a dynamic and growing company in the Aquaculture industry, is seeking to hire a permanent full-time Seawater Production Director. Reporting to the Managing Director, the Seawater Production Director is a key member of the Executive Management team of Grieg Seafood BC Ltd. and has prime responsibility for all aspects of the seawater production. The key objectives of this role are to ensure the production of a superior quality product produced in a manner that meets or exceeds the expectations of our customers in terms of quality, size and farming practices, and to ensure that all farming processes comply with all relevant regulations and external / internal standards adopted by the business. The Seawater Production Director will lead a team of four direct reports: SW Production Managers, Operations Manager, Certifications and Regulatory Affairs Manager.

Key Responsibilities for Production Management:

- All aspects of seawater production ensuring that all government regulations and policies that relate to the production of salmon in British Columbia are adhered to and that the appropriate procedures, protocols and requirements are met or exceeded;
- The health and wellness of the fish stocks located at seawater farms and their biological performance. The Director will work collaboratively with Fish Health and the Planning and Quality Managers to ensure that systems are in place to rapidly identify issues with fish health, performance and quality and, through their team, will be responsible for developing solutions to problems that are identified. The overall objective is to reduce risk, improve survival, convert feed to biomass and deliver a low cost of production;
- The development and improvement of efficiencies of seawater production and effectively decrease COP as well as meet production and quality targets on all levels. Specific quality and size targets will be developed in conjunction with the Managing Director;
- Identifying opportunities to undertake RFP's or other appropriate process to identify preferred suppliers for critical services and supplies (for example, freight services, packing, diving services, net washing services) and for running competitive bidding processes that result in improved services and lower costs;
- The timely presentation and development of reports as required and as they relate to seawater production;
- Working closely with the Director of Indigenous Relations to develop and understand GSF roles and responsibilities in 'reconciliation'.
- In collaboration with the Finance Director, will develop a progressive and comprehensive production and capital expenditure budget and budget process;
- Ensuring the careful husbandry of the company's capital assets and that these resources are appropriately and effectively utilized;
- Staying abreast of advances in technology such as (but not limited to) closed containment systems, net pen improvements, etc.;
- Scheduling and creating agendas for Grieg Seawater Production meetings which will be held on a regular scheduled basis;
- With the prior approval and ongoing input and guidance of the Managing Director and Finance Director, will negotiate feed, freight and other contracts as they relate to seawater production;
- With the appropriate support staff, will be responsible for the completed design and improved

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Application due:

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configuration of farm sites to improve efficiencies.

Key Responsibilities for Talent Management:

- Ensure adherence to company Human Resources practices and procedures and fostering of positive ongoing relationships with all employees;
- In conjunction and consultation with Human Resources, ensure that all necessary training and education of employees is kept current, updated and improved;
- In consultation with the Human Resources division, is responsible for the preparation and implementation of staff performance reviews, staff development and objective-setting;
- Train, develop, mentor and coach junior team members;
- Responsible for maintaining efficient and productive staffing levels;
- Ensure that the company "ways of working" are modelled and adopted throughout their team;
- Work within BC's core values to deliver a positive 'constructive' workplace environment;
- Ensure full compliance with all Occupational Health and Safety Regulations and Laws and that all other legislated regulations regarding the day to day wellbeing of our employees are adhered to. In addition, the incumbent will ensure that, while maintaining compliance with regulations and other legal requirements, a safe and healthy workplace will be developed;
- Fostering of ongoing positive lines of communication with his direct reports and their support staff on a continual ongoing basis;
- Identifying and recommending self and staff training as required and as needs are identified;
- Coaching direct reports to resolve employee issues in a timely fashion and as per company policy and ensuring that their direct reports use a consistent and similar methodology within their teams.

Knowledge, Skills & Abilities:

- Strong leadership skills;
- Excellent Project Management skills;
- Demonstrate competency and strong skills in all software applications used by the company;
- Good verbal and written communication skills;
- Well-developed interpersonal skills including experience in teambuilding and goal-setting;
- Ability to problem solve;
- Favorable driver's license.

Training, Education & Experience

- BSc or equivalent academic qualification or higher;
- Aquaculture Certificate from accredited program;
- A minimum of 10 years related managerial experience;
- OR a combination of education and experience.

As part of our commitment to employment excellence, Grieg Seafood offers a highly competitive salary commensurate with experience. Applicants must be legally entitled to work in Canada. Full vaccination against COVID-19 is as a condition of hire. Candidates who are not able to obtain a COVID-19 vaccine for a reason related to a Human Rights Code ground (such as disability) can request an accommodation at any time during the recruitment process. This position will be open until filled. Thank you for your interest in Grieg Seafood!