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Company/Position	Description/task and qualifications summary	Requirements/notes
Måsoval / <i>Operations manager</i>	<p>Operates in both sea and land. Motivate employees to achieve optimal production. Do operational inspections – prepare and follow the budget. Have an overview of the production data. Ensure HSE and personnel responsibilities. Report to the production manager Follow up of requirements from public authorities.</p> <p>Qualifications for both jobs (Assistant operations manager as well)</p> <ul style="list-style-type: none"> - Higher education within aquaculture or other related sectors, certificate of apprenticeship in aquaculture is an advantage. - Ability to motivate others. - Working independently and systematically - Leadership and collaboration skills - Great feasibility - Good Norwegian communication skills 	<p>HSE Aquaculture education Independent work Collaboration skills Leadership</p>
Måsoval / <i>Assistant Operations manager</i>	<p>In cooperation with operations manager – responsible for administrative tasks related to logging, reporting and non-conformance management in the company’s internal system. Assist operations manager in production planning and production management regarding quality, efficiency and safety. Participating and follow up all tasks related to production. Ensure efficient and good management, coordination and follow-up of employees.</p>	

Kommentert [SN1]: Du er en knupp!!!



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	Substitute and absence of the operations manager.	
Måsoval / <i>Operationg Technician at sea</i>	<p>Feeding, caring and supervision of fish. Production and quality follow-u. Controlling and inspection of facilities. Maintenance work and other inspection of equipment. Record keeping and reporting.</p> <p>Qualifications:</p> <ul style="list-style-type: none"> - Education/certificate in aquaculture is an advantage - Experience in food fish production - Good HSE manners - Be tidy and have good mood - Technical insight and practical orientation - The ability to work independently and purposefully - Experience driving boats, or bot license 	<p>Aquaculture education HSE. Food Fish production experience. Independently work. Bot license.</p>
Måsoval / <i>Growth operatior at sea</i>	<p>Feeding fish though computer systems (camera controlling). Production follow-up Registration of daily production data. Controlling feed inventory, ordering of feed and quality follow-up of feed. Communication. Reporting, follow-up on fish health and welfare. Maintnance of technical installations. Contribute to constant improvements and optimization of the feeding.</p> <p>Qualifications:</p> <ul style="list-style-type: none"> - Certificate of apprenticeship in aquaculture/ or chemical processing in advantageous 	<p>IT skills Communication. Aquaculture education/course. Chemical prosessing experience. HSE Truck driving license.</p>



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	<ul style="list-style-type: none"> - Experience in aquaculture/ or IT (an advantage) - Precise and structured - Good communication skills - Good with computers - Good Norwegian communication skills - Some relevant courses is an advantage: Truck driving, chemical course, wish welfare course, first aid course 	
Måsoval / <i>Operations technician on land</i>	<p>Daily tending, caring and supervision of fish. Record keeping and reporting. Operating, maintenance and inspection of facilities and production equipment Sampling and laboratory work Sorting, vaccination and delivering fish</p> <p>Qualifications:</p> <ul style="list-style-type: none"> - Education/certification apprenticeship in aquaculture and experience from hatchery production is desirable. - Good HSE mindset - Responsible, systematic, precise and conscientious - Able to work purposefully and independently. - Driver's license (class B/BE) - Other relevant courses: Truck and crane driver, certificate for hot work, chemical course, fish welfare course and first aid course 	<p>HSE</p> <p>Aquaculture education</p> <p>Driver's license (B/BE)</p> <p>Truck driver's license</p> <p>Crane license</p> <p>Experience from hatchery production</p>
Laxar EHF / <i>Station Manager</i>	<p>Ensure that the decisions of the production manager are followed. Station manager shall ensure that the safety of the employees is given priority. The station manager and his colleagues should supervise and ensure that good manners and cleanliness are maintained within the workplace.</p>	<p>HSE</p> <p>Aquaculture education/experience</p> <p>HRM experience/knowledge</p>



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	<p>Make sure well-being for fish.</p> <p>Collaborate with the production manager, make an investment plan and a cost estimate for each generation.</p> <p>Hold weekly meetings.</p> <p>Responsibility monitoring the internal control of the fish farms. Record and monitor employee hours. Submit and overview to the payroll department for monthly payouts.</p> <p>Ensure that the applicable official regulations are complied with including MAST, the Environment Agency and Directorate of Fisheries.</p> <p>Responsibility for following the vocational education of employees and encourage them to get education.</p> <p>Qualifications:</p> <ul style="list-style-type: none"> - Aquaculture education or experience - Financial experience or authorization - HSE knowledge - Human Recourse Management experience - Good communication skills 	<p>Financial experience</p>
<p>Laxar / Fish Farm Worker</p>	<p>Take care of general farm activities, participating to achieve the biological and financial goal set, and at the same time ensure safety and tend for the workplace.</p> <p>Monitor the fish's behavior on daily basis and report changes. Assist with health inspections,</p>	<p>HSE</p> <p>Education/certification in aquaculture</p> <p>Technical skills</p>



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	<p>treatments and monitoring the environment as required.</p> <p>Qualifications:</p> <ul style="list-style-type: none"> - Good HSE mindset, follow safety rules and take care of hygiene - Education/certification in aquaculture - Technical skills (equipment?) - Work purposefully and independent - Good communication skills 	
<p>Arctic Sea Farm / Feeder at feeding Centre</p>	<p>Day to day feeding together with staff at feeding center. Secure optimized feeding and best practice on feeding Support and assist staff to secure best practice at feeding center. Daily contact with Site Managers and Site Operators at different sites to secure communication and involvement. Ensure uptime for equipment and feeding center where relevant maintenance is implemented in the planning. Ensure uptime for equipment at feeding center where relevant maintenance is implemented in the planning. Reporting and documentation To keep feeding facilities clean and ready for guests.</p> <p>Qualifications</p> <ul style="list-style-type: none"> - Strong personal motivation and dedication for achieving results - Good analytical skills - Good collaboration skills - Human understanding - Aquaculture education/experience - HSE 	<p>HSE</p> <p>Aquaculture education/experience</p> <p>Analytical skills</p>



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<p>Arctic Sea Farm / <i>Fish health coordinator</i></p>	<p>Frequently fish health monitoring at farming sites, report is written after visit. Dialog with site managers and veterinarians about fish welfare Secure develop and follow up the fish health plan together with site managers and veterinarians. Weekly monitoring of mortality from production data Weekly monitoring of sea lice counting's at each sea site Monitoring the lice counting is done according to the companies' procedures. Structuring sea lice counting data and present data to sea site managers. Support farming site in their use of lumpfish and monitor the welfare of the lumpfish. Developing and maintaining algae monitoring plan Monitoring of algae situation based on monitoring plan Monthly report about fish health. To train, motivate and support staff. Responsible of taking color samples of fillets and the right size intervals at all farming sites.</p> <p>Qualifications:</p> <ul style="list-style-type: none"> - HSE - Good communication skills (writing reports) - Aquaculture education - Strong personal motivation and dedication for fish welfare - Good analytical fish health skills - Theoretical animal health knowledge - Experience with fish health 	<p>Analytical skills</p> <p>Aquaculture education</p> <p>Good communication skills</p> <p>Theoretical animal fish knowledge</p> <p>Experience with fish health</p>
<p>Arctic Sea Farm / <i>Farm Operator</i></p>	<p>Carry out planned work at all sites belonging to Arctic Sea farm. Responsibility outside the</p>	<p>HSE</p>



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	<p>workstation site when there is a need for follow-up and extra effort.</p> <p>Follow up and ensure optimal feeding of the fish at any time.</p> <p>Daily monitoring, control and maintenance of fish pens.</p> <p>Responsible for measuring individuals, to keep records of fish biomass as accurate as possible, for executing gate counts.</p> <p>Qualifications</p> <ul style="list-style-type: none"> - HSE - Aquaculture education/knowledge - 	<p>Aquaculture education</p>
<p>Arctic Sea Farm / Site Manager</p>	<p>Responsible for the daily operations at the site according to those laws and regulations that we are required to follow.</p> <p>Responsible for economic and biological of this site.</p> <p>Responsible for the safety and the people working on the site.</p> <p>Preparation of feeding and operational strategies of his site along with support functions and the General Manager</p> <p>Responsible for planning and facilitation of work tasks to be performed on the site.</p> <p>The maintenance of barriers of infection on the site, where all equipment that comes in is cleaned and disinfected according to procedures.</p> <p>Ensure regularly sampling to achieve correct biomass and average weight at any time.</p> <p>Make sure that equipment and facilities are maintained by the current procedure plans.</p>	<p>HSE</p> <p>HRM</p> <p>Aquaculture education</p> <p>Technical skills</p> <p>Financial skills/courses</p> <p>Good communication skills</p>



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	<p>Responsible for training who work on the current site. Monitoring of internal safety control and quality assurance work together with the others in your company's management team, including the treatment of nonconformance issues, annual audit and the quality system, as well as the maintenance of your company's certification is. Weekly report to CEO.</p> <p>Qualifications:</p> <ul style="list-style-type: none"> - Good communication skills - Financial skills - Aquaculture education - Human recourse management experience - HSE knowledge/experience - Technical skills 	
<p>Comparison</p>		<p>Aquaculture education</p> <p>HSE</p> <p>Communication skills</p>