

## Director Aquaculture

### Purpose of this Job:

The Director Aquaculture is a new position where the incumbent will have the opportunity to further develop world class aquaculture operation programs and lead our farm managers globally. This person brings expertise and a mindset of new generation, fully sustainable and respectful of the consumers, animals, and our environment. This position can be located in Switzerland, Saudi Arabia or Morocco.

<b>1. QUALIFICATIONS</b>
Degree in Aquaculture, Fishery Management or an Aquaculture related discipline, Continuous education and development Strong knowledge in Finance and Operations
<b>2. EXPERIENCE</b>
<ul style="list-style-type: none"> <li>• 10 + years of proven track record of success in a <b>senior role in a global aquaculture company</b></li> <li>• Experience in marine and RAS aquaculture, from hatchery to grow-out and processing</li> <li>• Experience with managing global teams based in different countries with various cultural background</li> <li>• Experience with different species</li> </ul>
<b>3. FUNCTIONAL COMPETENCIES</b>
<ul style="list-style-type: none"> <li>• Develop scalable Aquaculture processes encompassing different cleantech solutions</li> <li>• Oversee cultivation operation in the different countries</li> <li>• Is responsible for the overall supply chain for the farms</li> <li>• Manages the local head of farms and provide people management guidance</li> <li>• Understand and align the cultivation plans in synch with other operations (marketing, sales, R&amp;D, etc).</li> <li>• Co-develop and monitor the adoption of SOP's</li> <li>• Experience in RAS systems</li> <li>• Aquaculture methodologies in cold water species a plus</li> <li>• Continuous improvement and operational excellence,</li> <li>• Cross-functional collaboration and communication,</li> <li>• Business Acumen</li> </ul>
<b>4. BEHAVIORAL COMPETENCIES</b>
<ul style="list-style-type: none"> <li>• Entrepreneurial mindset,</li> <li>• Finding economical and straight forward solutions,</li> <li>• Strategic, at the same time pragmatic and can implement,</li> <li>• Is a role model and motivator,</li> <li>• Building bridges across functions, cultures, countries,</li> <li>• Strong leadership and coaching skills,</li> <li>• Analytical skills,</li> <li>• Highly committed to sustainability and animal welfare,</li> <li>• Customer focus,</li> </ul>

- Strong communicator,
- Continuous learning, improvement and development are a given,
- Self- motivated and committed and gets things done.

#### **5. LANGUAGES**

English – proficient  
Any other language is an asset