



【1200～2500万円】 【三重】 Senior RAS Veterinarian / Land based aquacultu...

ピュアサーモンジャパン株式会社での募集です。 獣医師のご経験のある方は歓迎です。

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

ピュアサーモンジャパン株式会社

Job ID

1598051

Industry

Food and Beverage

Company Type

International Company

Job Type

Permanent Full-time

Location

Mie Prefecture

Salary

12 million yen ~ 25 million yen

Work Hours

08:00 ~ 17:00

Holidays

【有給休暇】有給休暇は入社後7ヶ月目から付与されます 入社7ヶ月目には最低10日以上 【休日】完全週休二日制 土 日 祝 日 年...

Refreshed

June 25th, 2026 16:56

General Requirements

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

Native

Minimum Education Level

High-School

Visa Status

Permission to work in Japan required

Job Description

【求人No NJB2388370】

【Job Summary】

The Senior RAS Veterinarian is responsible for leading fish health welfare and biosecurity across Atlantic salmon land based (RAS) operations ensuring a disease free production system from eggs through harvest. The role focuses on prevention first health management including control of bacterial viral and parasitic risks while minimizing the use of veterinary drugs through strong biosecurity surveillance and best farming practices.

A core component of the role is the integration of fish health and welfare through the implementation of Operational Welfare Indicators (OWIs) ensuring continuous monitoring of fish condition behavior and performance. The position supports antibiotic free or reduced antibiotic production strategies through proactive health management welfare optimization and robust biosecurity systems.

This is a senior operational and systems role that provides veterinary leadership across the hatchery freshwater and grow out stages. The position ensures alignment between Fish Health Management Plans SOPs certification requirements (e.g. RWA/NSF) and daily farm execution with strong focus on measurable KPIs audit readiness and continuous improvement.

A critical responsibility of the role includes the early recognition diagnosis and management of salmonid specific diseases encompassing bacterial viral and parasitic conditions unique to Atlantic salmon production. This includes but is not limited to diseases such as Infectious Salmon Anemia (ISA) Piscirickettsiosis (SRS) Bacterial Kidney Disease (BKD) Furunculosis IPN and parasitic challenges (e.g. sea lice in relevant stages). The role requires strong capability in clinical assessment lesion recognition and interpretation of laboratory diagnostics (PCR histopathology microbiology) enabling timely decision making and rapid response protocols within RAS environments where early detection is critical to prevent system wide impacts.

Experience in the recognition and management of early maturation (precocious puberty) as a key welfare and performance risk including early indicator identification and mitigation strategies. Additionally solid understanding of off flavor management (geosmin and MIB) in RAS systems including monitoring assessment and coordination of depuration processes to ensure product quality.

【Responsibilities】

- Oversee fish health across all life stages (egg to harvest) maintaining disease free Atlantic salmon production and high welfare standards
- Prevent diagnose and manage bacterial viral and parasitic diseases including both infectious and non infectious conditions linked to RAS environment and handling
- Lead fish health surveillance programs including sampling design necropsy/post mortem routines laboratory coordination (bacteriology virology parasitology histopathology) and interpretation of results
- Develop implement and continuously improve the Fish Health Management Plan ensuring alignment with SOPs certification standards and farm practices
- Implement vaccination programs monitor vaccine performance and support continuous improvement of vaccination strategies
- Lead and implement Operational Welfare Indicators (OWIs) including monitoring of fish behavior feeding response growth performance injury scoring fin condition gill health mortality patterns and recovery after handling or transfer
- Integrate OWIs into routine farm decision making defining thresholds and trigger points for intervention to prevent welfare deterioration and health events
- Promote and enforce antibiotic free or reduced antibiotic farming through prevention strategies strong biosecurity optimized welfare and early detection systems
- Ensure responsible therapeutant use including strict veterinary oversight documentation withdrawal compliance and antimicrobial stewardship
- Own and strengthen biosecurity systems: zoning hygiene barriers disinfection protocols quarantine procedures equipment separation and staff/visitor control
- Develop review and govern SOPs for fish health biosecurity mortality management and welfare (including lifecycle management training verification and continuous improvement)
- Ensure correct implementation of SOPs across hatchery freshwater and grow out operations including mortality handling sampling and reporting
- Ensure welfare focused practices in Atlantic salmon operations particularly during handling grading vaccination transfer and stocking minimizing stress scale loss and physical injury
- Partner closely with RAS operations to manage fish health mortality critical water quality parameters (DO CO₂ temperature pH TAN nitrite) ensuring defined operational limits and escalation procedures
- Lead response to abnormal mortality events and suspected disease outbreaks including containment intensified monitoring and reporting
- Analyze mortality trends OWIs surveillance data and production performance (e.g. Fish Talk systems) and generate actionable technical reports
- Prepare weekly/monthly fish health and welfare reports including KPI tracking incident analysis and CAPA implementation
- Train and coach staff across all levels in fish health welfare monitoring (including OWIs) biosecurity and SOP execution
- Support certification audit readiness and compliance with disease free and antibiotic free production standards
- Collaborate with nutrition production and management teams to identify and mitigate health and welfare risks specific to Atlantic salmon in RAS

Required Skills

【Qualifications】

- Doctor of Veterinary Medicine (DVM) or equivalent (licensed or eligible)
- Strong experience in aquaculture fish health management specifically Atlantic salmon and/or salmonids
- Proven experience in land based RAS systems and full production cycle (egg to harvest)
- Demonstrated experience maintaining disease free farm status and supporting antibiotic free or reduced antibiotic production systems
- Strong expertise in bacterial viral and parasitic disease prevention and control
- Strong competence in fish health surveillance diagnostics and laboratory coordination
- Practical experience implementing and interpreting Operational Welfare Indicators (OWIs) in aquaculture systems
- Strong understanding of fish welfare principles and their application in intensive Atlantic salmon farming
- Experience developing and managing biosecurity systems and SOP frameworks
- Proven experience in staff training competency development and cross functional collaboration
- Strong data analysis and reporting skills including mortality trends welfare indicators and health KPIs
- Experience working in international and multi disciplinary aquaculture environments is an advantage
- Strong communication leadership and problem solving skills
- Willingness to work on site and respond to urgent operational events

Company Description

(1) アトランティックサーモンの陸上養殖 (RAS 式) ・加工事業 (2) スモークサーモンの輸入販売事業 (2) ペットフードの輸入事業