Grow-Out Manager – Atlantic Salmon RAS Operations

Lead a 10,000t Atlantic Salmon RAS

Job Information

Hiring Company
Pure Salmon Japan K.K.

Job ID
1612627

Industry
Food and Beverage

Job Type
Permanent Full-time

Location
Mie Prefecture

Salary
Negotiable, based on experience ~ 17 million yen

Refreshed
November 27th, 2026 01:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Fluent Level

Minimum Japanese Level
Basic Level

Minimum Education Level
Bachelor's Degree

Visa Status
No permission to work in Japan required

Job Description

Job Description

Pure Salmon Japan is seeking an experienced **Grow-Out Manager** to lead end-to-end grow-out operations at our new land-based Atlantic salmon RAS facility in Mie, Japan.

Reporting to the Head of Operations, you will oversee approximately 50 employees and manage production across Post-Smolt, Pre Grow-Out, Grow-Out, Purge, fish transfers, grading, feeding, and harvest preparation.

Key Responsibilities

- Lead daily Grow-Out operations and execute the site Bioplan
- Manage fish growth, biomass, survival, density,ls, FCR, mortality, and welfare
- Oversee feeding strategy, feed performance, and inventory
- Coordinate fish transfers, grading, purging, and harvest activities
- Ensure stable 24/7 operations and effective emergency response

- Work closely with Water Treatment, Biofiltration, Fish Health, Maintenance, Automation, HSE, QA, and the Processing Plant
- Lead, organize, and develop supervisors and technicians
- Establish SOPs, work instructions, training programs, and operational standards
- Manage manpower, resources, budgets, KPIs, and production reporting
- Support commissioning, start-up, ramp-up, and continuous improvement

Requirements

- Proven experience in fish production, particularly the grow-out phase
- Practical experience in Recirculating Aquaculture Systems (RAS)
- Experience managing large biomass inventories and complex production operations
- Strong team leadership and operational management experience
- Knowledge of feeding, fish welfare, biosecurity, water quality, and production KPIs
- Ability to manage multidisciplinary teams in a 24/7 operational environment
- Business-level English
- Japanese is preferred but not required
- Willingness to relocate to Mie, Japan

Candidates without practical fish production and RAS experience will not be considered.

What We Offer

- A senior leadership role in a new 10,000-tonne Atlantic salmon RAS facility
- Opportunity to build and develop the Grow-Out organization from the start
- International and multicultural working environment
- Visa and relocation support for qualified overseas candidates
- Housing and mobility support depending on the final package
- Competitive compensation based on experience

Employment Type
Permanent, full-time employee
■Probationary period: 3 months

Expected Annual Salary
Based on experience and skill level

Work Schedule
Shift work: four consecutive 12-hour workdays followed by four consecutive days off.

Location
Mie Facility: 5000-2 Mori-cho, Tsu-shi, Mie Prefecture, Japan

■Daily attendance at the facility is required. Candidates who can live near the facility are welcome. Relocation assistance may be discussed separately.

Holidays and Leave
■Summer holidays, year-end and New Year holidays, childcare leave, Golden Week holidays, bereavement leave, and other leave.
■Annual paid leave:10–20 days. In the first year, 10–15 days are granted after six months of employment, depending on the joining month.

Benefits
■Health insurance, employee pension insurance, workers' compensation insurance, and employment insurance.

Required Skills

Skills and Qualifications

- Extensive experience in fish production, particularly Atlantic salmon grow-out operations
- Hands-on experience with Recirculating Aquaculture Systems (RAS)
- Strong knowledge of biomass management, feeding strategies, FCR, fish welfare, biosecurity, and water quality
- Experience managing large-scale, 24/7 production operations and multidisciplinary teams
- Proven leadership experience managing supervisors, technicians, and operational personnel
- Ability to coordinate with Water Treatment, Biofiltration, Fish Health, Maintenance, Automation, HSE, and Processing teams
- Strong operational planning, problem-solving, and decision-making skills
- Experience with production KPIs, budgets, reporting, SOPs, and continuous improvement
- Business-level English is required
- Japanese language ability is preferred but not mandatory
- Willingness to relocate to Mie, Japan

Practical fish production and RAS experience are mandatory.

Company Description