Grow-Out Manager – Atlantic Salmon RAS Operations

Lead a 10,000t Atlantic Salmon RAS

募集職種

採用企業名
ピュアサーモンジャパン株式会社

求人ID
1612627

業種
食品・飲料

雇用形態
正社員

勤務地
三重県

給与
経験考慮の上、応相談 ~ 1700万円

更新日
2026年10月30日 00:00

応募必要条件

職務経験
6年以上

キャリアレベル
中途経験者レベル

英語レベル
流暢レベル

日本語レベル
基礎会話レベル

最終学歴
大学卒： 学士号

現在のビザ
日本での就労許可は必要ありません

募集要項

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.

スキル・資格

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.

会社説明