



Grow-Out Manager – Atlantic Salmon RAS Operations

Lead a 10,000t Atlantic Salmon RAS

募集職種

採用企業名

ビ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09月25日 15:00

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

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, 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

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