

# Position Description - Vessels

|                               |  |                    |                                      |
|-------------------------------|--|--------------------|--------------------------------------|
| <b>Position title:</b>        | Factory Hand – Factory Fillet Fishing Vessel | <b>Reports to:</b> | Factory Manager/Factory Leading Hand |
| <b>Job Location:</b>          | Amaltal Fishing Vessel                       |                    |                                      |
| <b>Classification/ Level:</b> | Grade 3, Grade 2, Grade 1 & Senior Sailor    |                    |                                      |
| <b>Salary Range:</b>          | Share of catch percentage                    |                    |                                      |



## Job Summary

Process seafood product in a factory environment, while at sea, on board an Amaltal Vessel; to convert raw fish products into a processed, high quality product ready for sale. Operating in the waters of the New Zealand EEZ and surrounding areas.

## Reporting Relationships

Factory Leading Hands and Factory Manager, communicating with peers.

## Work Environment and Special Conditions

While performing the duties of this position, the employee is regularly exposed to wet and/or humid conditions and moving mechanical parts with vessel operating in all types of weather conditions. The employee is frequently exposed to extreme cold. The employee is occasionally exposed to high, precarious places; fumes or airborne particles; toxic or caustic chemicals; outside weather conditions; risk of electrical shock and vibration. The noise level in the work environment is usually loud. May be required to distinguish shades of colour to identify abnormalities and/or defects in food products.

The employee is regularly required to use teamwork skills. The employee will occasionally use interpersonal skills. The employee will occasionally perform basic math and read, speak and write English. The employee will frequently need to understand English.

## Physical Demands

While performing the duties of this position, the employee is regularly required to stand; walk; use hands to finger, handle, or feel and reach with hands and arms. The employee is occasionally required to sit; climb or balance; stoop, kneel, crouch, or crawl and talk or hear. The employee must regularly lift and /or move up to 10kg, frequently lift and/or move up to 20kg and occasionally lift and/or move up to 30kg. Specific vision abilities required by this position include distance vision and depth perception. In addition, good communication skills are important to ensure a high quality product and the safety of all crewmembers.

Shifts are 8 hours on, 8 hours off, with periodic breaks.

## Additional Requirements

- ❖ Ability to pass pre-employment and random drug tests.
- ❖ Must be capable of boarding and exiting a vessel without physical assistance by climbing up and down a gangplank or using a Jacob's ladder.
- ❖ Must be able to climb or descend one or more set of steep stairs, or vertical ladders inside and outside the vessel in all weather conditions as extreme as 30 degrees below zero.
- ❖ Must be able to work in confined workspaces.
- ❖ Please see the list of competencies for specific requirements for each classification/level.

## Essential Duties and Responsibilities

### Duties/Responsibilities

1. Separates product on conveyor belt or table according to grade, colour, and size.
2. Weighs product in fillet bins or on designated conveyors.
3. Discards (inferior or defective) items and foreign matter.
4. Cleans, scrapes, trims and fillets product.
5. Packs, labels, stacks product in boxes, plastic and bags for storage or export.
6. Load and unload product and supplies from the vessel
7. Follows Vessel Health and Safety at all times.

## Other Responsibilities

### Duties/Responsibilities

1. Once trained, operates machine(s) to move live or packed seafood from place to place.
2. Reviews workspace for cleanliness and safety.
3. Perform watches as directed by the Captain.
4. Cleans and washes down factory to MPI specifications.
5. Accommodation area is kept tidy and clear of personal articles and hygienic at all times.

## Essential skills & attributes

### Essential skills

- ❖ Strong motivational & empowerment skills
- ❖ Strong communication skills
- ❖ Strong relationship skills
- ❖ Good practical skills

### Essential attributes

- ❖ Works well with people of different cultures and backgrounds
- ❖ Takes initiative
- ❖ Remain clam under pressure
- ❖ Ability to work as part of a close knit team, often in challenging conditions
- ❖ A willingness to work away at sea, for possibly long periods of time
- ❖ Work part of a team but also operate independently of the team when necessary
- ❖ Set, monitor and achieve work performance goals as detailed in the *Crew Development Plan*.

## **Required Qualifications and Experience**

An entry level Factory Hand requires completion of the Pre-Employment Cadet Course offered by Talley's.

No experience to start in this particular position is necessary, but a reliable work history is required. Experience working in food production or processing is preferred.

## **Comments**

As Port Nelson is the home port for all Talley's fishing vessels, it is the crew's responsibility and own cost to report to Nelson for the start of each trip.

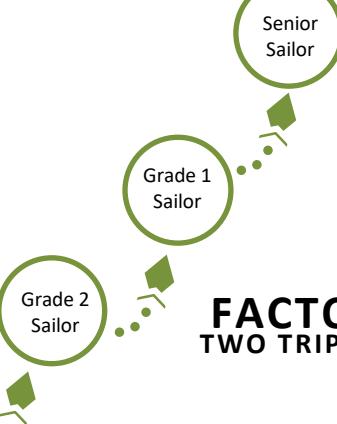
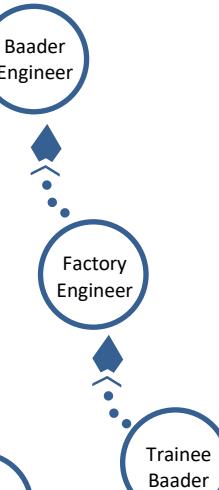
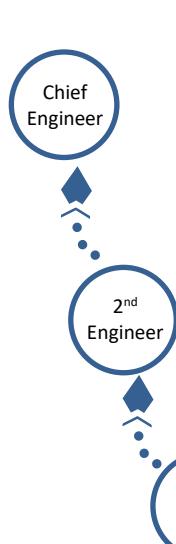
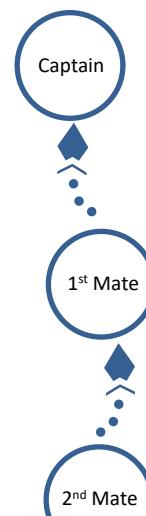
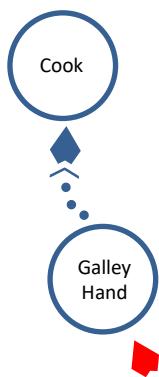
## **Further Advancement**

The *Fleet Position Flowchart* specifics the hierarchy of the on-board fishing vessel crew.

# FLEET POSITION FLOWCHART



## SENIOR OFFICERS TRIP ON, TRIP OFF ROTATION



## FACTORY AND DECK CREW TWO TRIPS ON, ONE TRIP OFF ROTATION

