

## External Job Posting

### Crew Leader

#### Our Company

Fuerste Vaccination Services is an award-winning full-service vaccination company who offers machine vaccination, fin clipping and PIT tagging services within the aquaculture industry. We are a leader in our market and strive towards offering excellent service to our customers, a safe and fun work environment for our staff and the most innovative technology for fish vaccinations, including salmon and trout.

Fuerste Vaccination Services is the sole distributor of the NFT machines in North America. We provide sales, setup, repair/maintenance, and operations of the machines depending on the market and needs of each customer.

Aquaculture is a rapidly growing industry and Fuerste Vaccination Services is the leader in its market. Unlike many of the hatcheries, Fuerste Vaccination Services considers candidates with no prior aquaculture experience. We strive to find the right personality and fit for the role and provide comprehensive training.

Our mission is to be part of a sustainable future for the aquaculture industry and our environment. Our core values include Excellence in Service, Innovation, Transparency/Trust, Health & Safety, Inclusivity, and Teamwork

#### The Role

The Crew Leader is the primary liaison for both Fuerste Vaccinations Crew and the hatchery staff. This role will lead the team of Fish Handlers, oversee production, perform customer service, oversee daily vaccinating operations at the hatchery, manage performance, delegate and role model best practices.

The Crew Leader is expected to represent Fuerste Vaccinations in a professional, confident, and respectful manner in all forms of communication with staff and third parties.

Title	Crew Leader/Machine Technician
Status	Seasonal full time
Locations	Port Alberni, Duncan, Sayward, Ocean Falls
Pay	\$25.00/hour
Travel	Company paid accommodation/ paid travel time and per diem when applicable

## Duties & Responsibilities

The Crew Leader's duties and responsibilities include, but are not limited to:

### Equipment Maintenance (training provided)

- Ensures the vaccination machines are clean and disinfected at the beginning of each week or group and washed at the end of every shift
- Provides training and feedback to Crew Members on equipment cleaning/maintenance
- Communicates inventory use/restocking needs
- Performs basic maintenance on the vaccination machines as needed, including:
  - Replacing and rebuilding vaccine pumps
  - Replacing air & vaccine lines, pneumatic cylinders & components
  - Troubleshooting other mechanical, electronic, and pneumatic issues with the remote support of the Machine Technician

### Vaccine Storage

- Follows hatchery protocols to ensure vaccine is properly signed out
- Identifies if vaccine is expired/compromised

### Service Delivery

- Performs vaccination as a main priority to ensure targets are met while role modelling best practices
- Communicates with Hatchery Manager to determine desired culls, accurately identifies fish to be culled and monitors Crew culls
- Partners with the hatchery staff to ensure the Crew remains on schedule
- Keeps hatchery staff informed on production numbers throughout the day

### Quality Control

- Assesses quality, identifies issues and assists crew members in performance improvement
- Provides additional training to Crew members as needed
- Identifies and mitigates inefficiencies that slow down the production process
- Performs lethal checks to ensure vaccine is properly administered to the fish

### Performance Management

- Ensures all Crew are meeting performance standards and following company policy/procedures
- Provides guidance to Crew Members and encourages continued development
- Assists with disciplinary meetings in partnership with HR and Crew Supervisor
- Coaches, trains and develops Crew Members

### Staff Scheduling

- Assists with securing staff replacements in the case of sick calls or "no-shows"
- Reviews Crew timesheets at the end of each pay period in QB Time, makes corrections as needed and approves for payroll processing

### Health & Safety

- Assists Crew members in completing Form 6 as well as any other accident reports in cases of accident or injury
- Immediately informs Crew members and Senior Management of any hazards, unsafe working conditions or possible dangers

- Ensures Crew members are working in compliance with Fuerste Vaccinations, hatchery and WorkSafe BC health and safety rules

### Daily Data Recording

- Completes production number spreadsheets in provided tablet with accuracy
- Completes hatchery recording sheets when necessary and liaises with hatchery staff when completing

### Required Skills

- Excellent problem solving and decision-making skills
- Ability to work effectively with and positively influence a team
- Ability to demonstrate accountability for own actions
- Excellent leadership skills
- Ability to take a leadership role on all aspects of health and safety at the worksite
- Ability to work effectively with a diverse group of individuals and personalities
- Physical ability to stand for extended periods of time
- Physical ability to perform repetitive movements for the duration of the shift
- Excellent hand-eye coordination and manual dexterity
- Ability to stay focused and maintain accuracy within a distracting environment
- Good multi-tasking skills
- Adept with basic mathematical skills
- Good Microsoft Office skills as well as basic computer skills including uploading and saving files

### Required Experience

- Previous experience leading a team is preferred
- Previous fish vaccinating or fin clipping experience is preferred
- Demonstrated dependable attendance record

### Education & Training

- First Aid - training provided!
- WHMIS - training provided!
- Valid Driver's License is required

### To Apply

**Please submit your resume with cover letter to [hr@fuerstevaccinations.com](mailto:hr@fuerstevaccinations.com) by 8AM June 5th.** Please note that only those selected for an interview will be contacted. Thank you for your interest.

For more information, please visit <https://www.fuerstevaccinations.com/>