

## External Job Posting

### Machine Technician

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#### 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 then 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 Machine Technician's primary duties are to ensure that all NFT machines are operating at optimal capacity and producing high quality results. This role will monitor the efficiency and working order of the machines on a regular basis and respond to calls for maintenance in a timely manner. Minimizing downtime of the machines will be a high priority in order to maintain daily production numbers. The Machine Technician also acts as site Crew Leader when needed.

<b>Title</b>	<b>Machine Technician</b>
<b>Status</b>	Regular Part Time guarantee with potential for Full Time
<b>Locations</b>	Hatcheries throughout Vancouver Island (Sayward, Gold River, Ocean Falls & Duncan) plus some out of Province and International Travel will be required
<b>Pay</b>	\$26.50/hour with minimum of 96 hours per every 4 weeks
<b>Benefits</b>	A health spending account and professional development budget is provided to staff upon completion of probationary period as well as a company vehicle for travel

## **Duties & Responsibilities**

### **Machine Maintenance & Repair**

- Performs calibrations on the machines for accurate shot placement and vaccine dosage
- Thoughtfully gathers information from the hatchery staff, vaccine companies and Crew Leaders to make necessary adjustments to the machines
- Communicates with the Pharmaq support system remotely to troubleshoot mechanical issues and corrects the issues accordingly and efficiently, resulting in minimal downtime for the machine
- Consistently seeks out ways to improve the machinery and technology and relays this information, as well as hatchery requests, to Pharmaq Fishteq on a quarterly basis, at minimum
- Identifies issues the machines are having and problem-solves and/or troubleshoots to determine the solution and correct in a timely manner
- Ensures machine wifi connectivity is functioning so that reporting functions are operational and can send out reports to the appropriate person(s)
- Completes data entry for maintenance records, spare parts and tool inventory
- Develops and maintains a proactive and preventative maintenance schedule for all NFT machines
- Orders spare parts and tools as needed

### **Training**

- Provides training to new and existing Crew Leaders on operating the machine, changing vaccine bags, calibrations, needle changes, basic troubleshooting, etc.
- Monitors Crew Leader performance on working with the machines and provides additional support/training as necessary
- Collaborates with the Crew Supervisor in training the Crew Leaders to use the “spare parts” and “onsite tools” tracking files correctly
- Ensures that the correct processes for parts and tool ordering are being completed on a weekly basis

### **Quality Control**

- Monitors the functioning and performance of the machine very closely and on a regular basis to ensure production and quality standards are being met
- Performs quality control checks on the fish in the receiving tank and monitors overall fish production with regard to machine functionality

### **Customer Service**

- Works diplomatically with hatchery management and staff to determine any issues there may be with the machine(s) and to explain to them the plan for correction and any downtime that may occur
- Works with hatchery management and staff to determine if their needs are being met and looks for ways to improve and maximize customer satisfaction

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- Works with 3rd party purchasers to ensure Service and Maintenance Schedule and Agreement deliverables are achieved

### Documentation

- Creates and maintains SOP's for, including but not limited to, machine installation, preventative maintenance, general operation, transporting the machines off-site, daily cleaning, end of group cleaning
- Maintains and updates total inventory lists for machine parts on a monthly basis
- Writes service records and houses documentation for future reference
- Writes and maintains work orders for preventative maintenance as well as repairs
- Maintains individual machine repair logs
- Creates, maintains, and distributes troubleshooting guide to Crew Leaders on common issues arising with the machines

### Health & Safety

- Ensures the machines are functioning safely for all Fish Handlers and communicates safety hazards to Crew
- Ensures that the Crew are following set safety policies and procedures when operating the machines
- Participates in accident investigations with Human Resources for any injuries/incidents involving the machines

### Crew Leading/Service Delivery

- Oversees quality of shots while maintaining a steady pace
- Maintains accurate records of shots per vaccination bag within 1% margin
- Communicates with Hatchery Manager to determine desired culls, accurately identifies fish to be culled and monitors Crew culls to ensure accuracy
- Partners with the hatchery staff to ensure the Crew remains on schedule
- Keeps hatchery staff informed on production numbers throughout the day
- Oversees the efficient running of the machines
  - Ensures proper needle placement and depth adjustments
  - Adjusts and monitors calibration
  - Monitors vaccine pressures
- Assesses shot and clip quality performed by Crew members
- Identifies Crew members who are having difficulty with quality
- Provides additional training to Crew members as needed
- Performs lethal checks to ensure vaccine is properly administered to the fish and provides feedback to the Crew on assessment results to mitigate poor quality shots

### Additional Duties

- Performs any necessary office, property, and vehicle maintenance
- Utilizes firsthand knowledge of equipment and operations to assist the Business Operations Manager with any marketing and sales activities relating to the sale of the NFT machines.
- Other duties as assigned by the Business Operations Manager

### Required Skills

- Ability to work proactively and take initiative in own position

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- Mechanically inclined
- Good communication skills and ability to effectively communicate with diverse group of individuals and levels of management
- Excellent problem solving and decision-making skills
- Ability to demonstrate accountability for own actions
- Ability to take a leadership role on all aspects of health and safety when dealing with the machines
- Ability to work effectively with a diverse group of individuals and personalities
- Ability to stay focused and maintain accuracy within a distracting environment
- Good multi-tasking skills
- Working knowledge of Worksafe BC Practices
- Ability to travel throughout Vancouver Island on a regular basis and occasionally out of Province/Country
- Ability and willingness to do out of town camp work

### **Experience**

- Previous aquaculture or production experience is strongly preferred
- Experience with leading or managing a team
- Demonstrated dependable attendance record
- Previous experience providing machine maintenance and support
- Customer service experience in the aquaculture or production industry is preferred and considered an asset

### **Education & Training**

- Valid Driver's License is required
- Valid passport is required
- Vaccine passport for travel is required at this time
- Formal training/experience in electronics and/or programming
- Formal training/experience in mechanics
- Millwright training/experience

### **Closing Date**

June 5<sup>th</sup> at 4:00PM

### **To Apply**

Please submit your professional resume to [hr@fuerstevaccinations.com](mailto:hr@fuerstevaccinations.com). 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/>