

External Job Posting

Machine Technician

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.

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| Title | Machine Technician |
| Status | Regular Full Time Salary |
| Locations | Hatcheries throughout Vancouver Island (Sayward, Gold River, Ocean Falls & Duncan) plus some out of Province and International Travel will be required |
| Pay | \$50k - \$55k year commensurate with experience |
| Benefits | 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

The Machine Technician's duties and responsibilities include, but are not limited to:

Machine Installation

- Exercises ownership for meeting with hatchery management and staff to perform complete installation and setup of the machines in new hatcheries and ensures the machine(s) is fully operational prior to vaccination start dates
- Provides hatchery management and staff with installation SOP's outlining the requirements needed to install on site prior to installation date
- Coordinates with Norway on shipping of machinery and equipment to ensure installation timelines are met

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 operational 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
- Order spare parts 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 on how to use the tables and "Master Vaccine" excel spreadsheets correctly
- 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

FUERSTE VACCINATION SERVICES

- Performs quality control checks on the fish in the receiving tank and monitors overall fish production with regard to machine functionality
- Reviews vaccination data entered by all Crew Leaders, at all sites, on a daily, or as needed, basis. This is performed, in collaboration with the Crew Supervisor to check for calibration and/or machine issues and is then communicated with Crew Leaders to determine the cause of poor calibrations so the issue can then be corrected

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

Data Entry

- Responsible for the management of the "Master Vaccine" excel spreadsheets for all production sites
- Manages the needs of the hardware used to enter the data on site - including repair and maintenance, software updating and procurement of new hardware
- Continually looks for improvements to the database and implements these changes to these files as needed
- Reviews these files weekly to ensure they are in working order

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
- Utilizes data from the "Master Vaccine" excel spreadsheets to create an annual production review presentation for each customer
- Works with 3rd party purchasers to ensure Service and Maintenance Schedule and Agreement deliverables are achieved

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 and risk assessments with Human Resources for any injuries/incidents involving the machines and drives the completion of any changes/improvements that are deemed necessary

Additional Duties

- Performs any necessary office, property, and vehicle maintenance
- Fills in to cover Crew Leading or Fish Handling for production when needed
- Utilizes firsthand knowledge of equipment and operations to assist the Business Operations Manager in marketing and selling NFT machines to potential clients
- Assists the Business Operations Manager with creating marketing/promotional materials for distribution to potential customers
- Other duties as assigned by the Business Operations Manager

Required Skills

- Ability to work proactively and take initiative in own position
- 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

Required Experience

- Previous aquaculture or production experience is strongly preferred
- 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

April 26, 2024

To Apply

Please submit your professional resume to hr@fuerstevaccinations.com. Please note that only those selected for an interview will be contacted. Thank you for your interest.