



## **Jobs and Careers in Seafood Processing**

The processing and port merchant sector employs a 20,100 strong workforce and there are great career opportunities ranging from basic operatives to senior manage

Seafood processing is part of a modern food manufacturing industry, using the latest equipment and technology in modern working conditions. Employers range in size from small, family-owned business to large multi-nationals.

The options open to you regarding training, qualifications and choice of careers will depend on the type of business you are working in and the career pathway you choose. Some employers offer in-house training whilst others will encourage the achievement of relevant qualifications.

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### **Business support roles**

The learning and career pathways for the seafood processing industry show the job roles for this sector. In addition, there are a great many other jobs that you might not have thought about, these include:

- Sales and marketing.
- IT.
- Purchasing.
- HR.
- Accountancy.
- Administration.
- Transport & distribution.
- Engineering.

Each of these areas of specialism has qualifications and career pathways relevant to that role, including S/NVQs and nationally recognised training programmes. For further information on qualifications required and courses available visit <http://www.ucas.com/getting/index.html> or contact your local careers adviser.

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## **Operative in processing and packing**

### **Job role and responsibility**

You will work as part of a team involved in any of the following processes: filleting; packing; freezing; smoking; coating or preparations for oven ready fish dishes. You will be fully trained so that you have a thorough understanding of food hygiene, food safety and health and safety at work and you will be responsible for making sure that waste is kept to a minimum whilst product quality is maintained.

### **Career opportunities**

You can work towards Team Leader and beyond. There are also opportunities to move into business support roles such as IT; sales and marketing; HR; purchasing; accountancy; administration; transport & distribution. Career movement into other food manufacturing industries is also common.

### **Entry requirements**

There are no pre-entry qualification requirements.

### **Qualifications and training opportunities on the job**

#### **Training**

Company Induction Programme

#### **Qualifications**

S/NVQ Food & Drink Manufacturing Operations Levels 1 & 2  
Foundation or Elementary Food Hygiene Training & Certification  
Foundation or Elementary Health & Safety Training & Certification  
National Training Programmes  
Foundation Modern Apprenticeship in Food and Drink Manufacturing Operations

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## **Quality assurance**

### **Job role and responsibility**

Working as part of the processing team you will be responsible for monitoring product quality during the various stages of production. Ensuring that manufacturing quality procedures are kept to and, when non-compliance occurs, taking the necessary steps to deal with it.

### **Career opportunities**

You can work towards becoming a Quality Assurance Manager and/or move into research and product development or business support roles such as IT; sales and marketing; HR; purchasing; accountancy; administration; transport & distribution. Career movement into other food manufacturing industries is also common.

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### **Entry requirements**

There are no pre- entry qualification requirements, however, you will need good numeracy, literacy and communication skills.

### **Qualifications and training opportunities on the job**

#### **Qualifications**

S/NVQ Food & Drink Manufacturing  
Operations Level 2  
Training and Certification in HACCP  
Intermediate Food Hygiene Training & Certification  
Intermediate Health & Safety Training & Certification

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## **Quality assurance manager**

### **Job role and responsibility**

You will have responsibility for supervising and managing quality standards implementation and compliance according to business procedures. This may involve promoting good quality practice; keeping up to date with new regulations and amending company procedure as necessary; managing the assessment and compliance to standards in all areas; liaison with regulatory bodies: reporting on standards issues and conducting investigations when necessary. You will be responsible for the training and development of the Quality Assurance team.

### **Career opportunities**

You will have the opportunity to progress to Department Manager or move to business support roles such as IT; sales and marketing; HR; purchasing; accountancy; administration; transport & distribution. Movement into other food manufacturing industries is also common.

### **Entry requirements**

You will need experience of working in a food-processing environment with an extensive knowledge of HSE legislation and business standards. You will also need a high level of numeracy, literacy and communication skills.

### **Qualifications and training opportunities on the job**

#### **Qualifications**

S/NVQ Food & Drink Manufacturing Operations Level 3  
S/NVQ Management Level 3  
S/NVQ Laboratory and Associated Technical Activities Levels 2 & 3  
S/NVQ Occupational Health & Safety Practice Level 3  
Advanced Food Hygiene Training & Certification  
Advanced Health & Safety Training & Certification  
HND Food Safety & Hygiene

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## **Food technologist/new product development**

### **Job role and responsibility**

This is one of the most exciting areas of the business, you will help to ensure the business's continued competitive edge by turning fish and shellfish from a basic raw material into a finished product by developing new seafood products in response to demand from customers. This may involve research, design, sourcing ingredients and product testing.

### **Career opportunities**

You will have the opportunity to progress into management and/or business support roles such as IT; sales and marketing; HR; purchasing; accountancy; administration; transport & distribution. Alternatively, movement into other food manufacturing industries is possible.

### **Entry requirements**

To work in this area you will need an understanding of the elements of Food Science as well as being able to apply mathematical, physical and engineering concepts to the handling and processing of bulk foods. You will also need to be familiar with quality control systems and procedures.

### **Qualifications and training opportunities on the job**

#### **Qualifications**

Units from the S/NVQ Food & Drink Manufacturing Operations Level 3 & 4

S/NVQ Laboratory and Associated Technical Activities Levels 2, 3 & 4

HNC/HND: Food Science and Manufacturing Technology

HNC: Seafood Science and Manufacturing Technology

Intermediate/Advanced Food Hygiene Training & Certification

Intermediate/Advanced Health & Safety Training & Certification

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## **Team leader**

### **Job role and responsibility**

You will work with the latest technology, leading a team of process operatives and/or packers to ensure that your lines' process operations meet required standards, managing food hygiene, food safety and health and safety implementation to meet production targets.

### **Career opportunities**

You will have the opportunity to progress to Department Manager or move into business support functions such as IT; sales and marketing; HR; purchasing; accountancy; administration; transport & distribution. Career movement into other food manufacturing industries is also possible.

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### **Entry requirements**

You do not need any pre-entry qualifications; however, good numeracy, literacy and communication skills are required.

### **Qualifications and training opportunities on the job**

#### Qualifications

S/NVQ Food & Drink Manufacturing Operations Level 3

S/NVQ Management Level 3

HNC: Seafood Science & Manufacturing Technology

HNC: Food Technology and Management

HNC: Supervisory Management for the Food Industry

NEBS Introductory Management Award

NEBS Management Certificate

Advanced Food Hygiene Training & Certification

Advanced Health & Safety Training & Certification

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## **Production manager**

### **Job role and responsibility**

As Production Manager you will co-ordinate all of the job roles involved within your area of responsibility. You will need to be versatile and assertive and respond effectively to business demands to ensure that production targets are met.

### **Career opportunities**

You will have the opportunity to progress to become a member of the senior management team and progression within other food manufacturing industries is also possible.

### **Entry requirements**

You will need to have people skills with an understanding of food hygiene, food safety and health and safety management. Expertise in food production techniques and budgetary management are essential. You will therefore need good numeracy and literacy skills.

### **Qualifications and training opportunities on the job**

#### Qualifications

Foundation Degree in Food Manufacturing

S/NVQ Management Level 4

NEBS Introductory Management Award at Diploma Level

NEBS Management Diploma

HNC: Seafood Science & Manufacturing Technology

HNC Food Technology and Management

HNC/HND Food Industry Management

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## **Factory manager**

### **Job role and responsibility**

You will work with other members of the senior management team to manage all aspects of the manufacturing process ensuring economic efficiencies to maximise profit, compliance with health and safety and hygiene, budgetary control, allocation of workloads.

### **Career opportunities**

You will be able to progress your career within other manufacturing industries if you choose.

### **Entry requirements**

You will need to have commercial awareness with a good knowledge of food production techniques, legislation, business management and possess good communication skills with the ability to motivate and manage people. Relevant qualifications can include a degree in food technology or equivalent.

### **Qualifications and training available on the job**

Qualifications

S/NVQs Operational Management Level 5

Foundation Degree in Food Manufacturing

NEBOSH National Diploma for Health and Safety Professionals or equivalent

## **General Manager**

### **Job role and responsibility**

You are responsible for motivating and managing people and the business operation to maximise business profit and efficiency. You will use your commercial awareness and extensive knowledge of food production techniques, legislation and business management as part of the senior management team.

### **Career opportunities**

You will be able to progress your career in a broad range of senior management roles.

### **Entry requirements**

You will need to have commercial awareness with a good knowledge of food production techniques, legislation and business management as well as good communication skills and the ability to motivate and manage people. Relevant qualifications can include a degree in management or vocational equivalent.

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## **Qualifications and training opportunities on the job**

### **Qualifications**

S/NVQs Operational Management Level 5

S/NVQ Food & Drink Manufacturing Operations Level 4

### **Training**

IOSH Safety for Senior Executives