



Job Description: Fish Processor

Location: Shearwater Resort, Denny Island, British Columbia

Employment Type: Full-Time or Part-Time

Reports To: Sport Fishing Dock Lead

About Shearwater Resort

Shearwater Resort, owned and operated by the Heiltsuk Nation, is a premier eco-tourism destination located in British Columbia’s Great Bear Rainforest. The resort’s marina and fishing services are integral to its operations, providing high-quality experiences for guests and ensuring the sustainable handling of marine resources. The Fish Processor plays a crucial role in delivering professional fish processing services while maintaining high standards of cleanliness, quality, and guest satisfaction.

Position Overview

The Fish Processor is responsible for cleaning, filleting, packaging, and preparing fish caught by resort guests or purchased for resort use. This role involves ensuring accurate handling, maintaining cleanliness, and delivering exceptional service. Reporting to the Dock Lead, the Fish Processor contributes to the resort’s reputation for excellence in fishing services.

Key Responsibilities

Fish Processing

- Clean, fillet, and package fish according to guest specifications and resort standards.
- Label and store processed fish correctly to ensure freshness and traceability.
- Use knives, fillet machines, and other tools safely and effectively for processing tasks.

Customer Service

- Interact with guests to understand their fish processing preferences and ensure satisfaction.
- Provide guidance to guests on how their fish will be processed, packaged, and stored.
- Address guest inquiries and resolve issues promptly, escalating to the Dock Lead when necessary.

Facility and Equipment Maintenance

- Maintain cleanliness and organization of the fish processing area, ensuring compliance with health and safety regulations.
- Clean and sanitize workstations, tools, and equipment after each shift or as required.
- Monitor processing equipment for maintenance needs, reporting issues to the Dock Lead.

Compliance and Sustainability

- Ensure all processing activities comply with local and federal fishing regulations, including limits, species handling, and reporting requirements.
- Minimize waste by utilizing as much of the fish as possible and properly disposing of offal.
- Support Shearwater Resort's sustainability initiatives by promoting eco-friendly practices in fish processing.

Team Collaboration

- Work closely with the Dock Lead and other staff to coordinate processing schedules and ensure efficient workflow.
- Assist with dock activities, such as unloading catches, organizing gear, or supporting other dock services during busy periods.
- Provide feedback to improve processes and guest experiences.

Qualifications

Education and Experience

- High school diploma or equivalent required.
- Previous experience in fish processing, commercial fishing, or a related role is preferred but not required; training will be provided.
- Knowledge of fish species, filleting techniques, and handling procedures is an asset.

Skills and Competencies

- Strong attention to detail to ensure accurate processing and packaging.
- Physical stamina to perform repetitive tasks and lift heavy items in a fast-paced environment.
- Excellent hand-eye coordination and proficiency with cutting tools.
- Good communication and customer service skills.

Key Attributes

- Dependable and punctual, with a strong work ethic.
- Commitment to cleanliness and maintaining a safe work environment.
- Positive attitude and willingness to adapt to dynamic operational needs.

Working Conditions

- Based at Shearwater Resort, Denny Island, BC, in a remote and picturesque location.
- Work involves standing for extended periods, exposure to wet and cold conditions, and handling fish.

- Flexible schedule, including weekends, holidays, and peak fishing seasons, as required.

Compensation and Benefits

- Competitive hourly wage based on experience.
- Opportunities for professional growth and training.
- Staff accommodations may be available for the right candidate.
- A unique opportunity to work in a stunning natural environment while supporting Shearwater Resort's mission of sustainable tourism and community engagement.

Disclaimer

The above statements are intended to describe the general nature and level of work expected for this position. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required. Additional tasks may be assigned by the Dock Lead or other members of the leadership team as necessary to meet the operational needs of Shearwater Resort.

How to Apply

Interested candidates are invited to submit their resume and cover letter to hr@shearwater.ca with the subject line "Application: Fish Processor." Applications will be reviewed on a rolling basis until the position is filled.