



Fishing
means
the world
to us.™

We're Hiring

Factory Manager, Offshore Factory Freezer Vessel

Ocean Choice International is one of Atlantic Canada's most diversified seafood companies, sustainably producing and marketing a full range of shellfish, groundfish and pelagic species. Our success is driven by our people and our strong connection to the communities where we live and work.

We are currently recruiting for a **Factory Manager** to join the team aboard one of our offshore groundfish vessels. The Factory Manager is responsible for leading all onboard processing operations, ensuring safe, efficient, and high-quality production while managing the factory team and maintaining compliance with company standards, food safety requirements, and regulatory expectations.

Responsibilities:

- Lead and manage all factory operations aboard the vessel, ensuring safe, efficient, and consistent production in accordance with company standards and customer specifications.
- Supervise, coach, and support factory personnel, promoting a strong safety culture, teamwork, accountability, and operational excellence.
- Ensure compliance with company quality programs, Canadian Food Inspection Agency (CFIA) requirements, food safety standards, hygiene procedures, and all required production documentation.
- Oversee production flow, product handling, grading, processing, packaging, labelling, and storage to ensure product quality and specifications are consistently achieved.
- Monitor and optimize factory performance, including production efficiency, product recovery, labour utilization, packaging usage, and operational costs.
- Troubleshoot, adjust, and maintain factory equipment to support continuous production, minimize downtime, and ensure equipment operates safely and effectively.
- Support the operation and ongoing improvement of factory automation systems, including PLC-controlled equipment and interactive factory control systems.
- Maintain accurate production records, quality documentation, inventory records, and operational reports in accordance with company requirements.
- Train, mentor, and support new employees to ensure they understand safe work practices, quality standards, and production procedures.
- Promote and maintain a clean, safe, and organized processing environment while ensuring compliance with occupational health and safety requirements.
- Work collaboratively with vessel leadership and other departments to support overall vessel performance and operational goals.
- Participate in a trip-on/trip-off rotation and perform other duties as assigned.

Qualifications:

- Valid Transport Canada Seafarer's Medical Certificate and Marine Emergency Duties (MED A1 or DVS) certification.
- Minimum five (5) years of progressive experience in seafood processing, manufacturing, or industrial production, including experience in a supervisory or management role.
- Strong knowledge of seafood processing operations, product specifications, quality assurance programs, and CFIA requirements.
- Demonstrated experience leading teams, managing production activities, and resolving operational and personnel issues in a fast-paced environment.
- Strong mechanical aptitude with experience operating, troubleshooting, and adjusting processing equipment.
- Working knowledge of PLC-controlled machinery, automated processing systems, and electronic equipment interfaces is considered an asset.
- Proficiency in Microsoft Office applications, including Word and Excel, and production reporting systems.
- Strong organizational, communication, and problem-solving skills with the ability to manage multiple priorities.
- Commitment to safety, quality, efficiency, and continuous improvement.
- Ability to work in cold-weather environments, including temperatures as low as -30°C.

An equivalent combination of education and experience will also be considered. Salary will be commensurate with qualifications and experience. An excellent benefits package is available.

Interested candidates should apply in writing to hrcrewing@oceanchoice.com or mail resumes to:

Ocean Choice International
Attention: Human Resources
1315 Topsail Road
St. John's, NL A1B 3N4

[Ocean Choice is an equal opportunity employer.](#)