

Shellfish Processing Plant Manager

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Full-Time | Port Alberni, BC | \$65,000 - \$120,000 per year

Nova Harvest Ltd.

Nova Harvest Ltd. and HFN Fisheries LP have partnered to create a cutting-edge shellfish processing facility—BC's first dedicated **High-Pressure Processing (HPP)** plant for oysters. We're not just building a plant. We're building a bold new future for shellfish in BC: one grounded in **sustainability, technology**, and a shared commitment to making premium, local seafood more **accessible to the world**.

Our mission is to **reshape the BC shellfish industry**—unlocking year-round markets, developing innovative, value-added oyster products, and creating a more resilient, efficient seafood value chain. HPP technology brings efficiency, food safety, and shucking automation to the forefront—helping reduce waste, extend shelf life, and streamline operations.

We're targeting a **Fall 2025 launch**, and we're looking for someone **entrepreneurial, hands-on, and passionate to take a lead role in establishing operations**—someone who thrives in the energy of a startup, who wants to be a key player in building a business from the ground up, and who sees **problems as puzzles to solve**.

Why Join Us?

- **Shape a new seafood sector** – Help build the first facility of its kind in BC and define what modern shellfish processing can look like
 - **Make a big impact** – You'll be one of the first team members in a high-growth company, with real decision-making power
 - **Growth path** – As we expand, so does this role—into senior leadership, product innovation, and cross-functional strategy
 - **Work with purpose** – Be part of a company that cares deeply about **sustainable seafood, Indigenous economic development**, and **lean, innovative production**
 - **Benefits include** extended health and dental, vacation pay (4%), relocation assistance, and training in advanced processing tech
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What You'll Do

- Lead all processing, packaging, inventory, and plant logistics for a one-of-a-kind HPP operation
- Develop new systems, train staff, and establish company culture and standards
- Maintain rigorous **HACCP and PCP protocols to maintain CFIA compliance**
- Build and lead a small team with a focus on performance, respect, and continuous improvement
- Collaborate with founding partners to track KPIs, reduce costs, and grow new product lines
- Actively contribute to product innovation, operational planning, and long-term business strategy



This Role Is for You If You Are:

- Passionate about **sustainable food systems, local seafood, and purpose-driven business**
- Excited to work in a **startup-style environment**
- A **strong self-starter** with a strong business mindset and problem-solving ability
- Experienced in food/seafood processing and plant operations (2–3+ years preferred)
- Familiar with **HACCP and SQF certification**, and traceability systems (ERP or inventory software a plus)
- Skilled in leading and motivating teams while driving a safety- and quality-first culture with proven results
- Hands-on and practical—comfortable lifting 50 lbs, operating forklifts, solving mechanical challenges and understanding of equipment maintenance
- Curious, adaptable, and eager to be involved in everything from sanitation to sales planning.

Minimum Requirements

- Secondary school diploma (required); business, food science, or trades training an asset.
- 2-3 years of management experience in a food processing operation (seafood preferred)
- Valid Driver's Licence
- Strong communication, scheduling, and inventory management skills
- Working knowledge of Microsoft Office (Excel, Outlook, Word)

About Port Alberni

Port Alberni is a coastal city surrounded by ocean and rainforest on Vancouver Island. With world-class salmon fishing, trails, and affordable living, it is the perfect home base for anyone who wants to combine meaningful work with an incredible quality of life.

Be Part of the Change.

This is a **rare opportunity** to join an early-stage, mission-driven seafood company and help **launch a new chapter for BC aquaculture**. If you're excited by sustainable food, hands-on operations, and building something from scratch—you might be the person we're looking for.

To Apply:

Email your résumé, cover letter, and two references to info@novaharvest.com with **"Processing Plant Manager Applicant"** in the subject line.
