

Karl Scott  
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## ***Objective***

I am a highly experienced Production manager, with a strong background in all aspects of Aquaculture production, processing, sales, marketing and overall business needs. I currently live in Aberdeenshire and I offer consultancy opportunities that will allow me to put in practice my experience.

I am confident that I will be able to apply my previous experience to new environments and challenges that will benefit my clients, co-workers and customers. I am Hardworking, Trustworthy, Reliable, Approachable, Proud, Responsible and a Team Player. I truly care about what I do and I am innovative with outside the box thinking and a can do attitude.

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## Experience

### **Shetland Salmon Producers [1986 - 1996]**

Involved in the whole value chain : Production and sales of 6-8000 tonnes of Atlantic Salmon within a family owned business. This gave me the opportunity to gain hands on expertise in Production, sales, management of staff and business needs from a very early age.

- Family Owned Business : Introduced Salmon Production to the Shetland Isles in 1982
- College / Assignments in Freshwater and Seawater ( Scotland/Norway) : 1985-1990
- Production Manager : 1990 - 1996

### **Hydro Seafood's : Regional Manager [1996 - 2001]**

Responsible for the Shetland Region with an annual Production of 7 > 12,000 tons. ( Production, Processing and Sales)

### **Scottish Seafarms : Regional Manager [2001 – 2005]**

Responsible for the Shetland Region with an annual Production of 12 > 15,000 tons. ( Production, Processing and Sales) <http://www.scottishseafarms.com>

### **Marine Harvest Scotland: South Area Manager [2005 – 2007]**

Responsible for a production area with an Annual Production of 20,000 tons in 12 locations.

### **Marine Harvest Scotland: North Area Manager [2007 – 2013]**

Responsible for a production area with an Annual Production of 35,000 tons in 22 locations.

### **Marine Harvest Scotland: Production Manager Scotland [2013 – Feb 2016]**

Responsible for the Total Scottish MHS Production 60,000 > 70,000 tons.  
<http://www.marineharvest.com>

### **Maritime Aqua: Director (2016 – Current )**

Maritime Aqua was set up in 2016. Responsible for the distributor for HS Marine Cranes and Tenfjord Equipment in the UK. Maritime Aqua also offers consultancy to Aquaculture sectors worldwide.

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## **Skills**

### **Production / Processing / Sales**

Budgets, Biological Modelling, Forecasting, Harvest Plans

Personnel (resource, performance, training and HSE)

Interacting with customers and understanding their business requirements ( i.e. Sainsbury's, Waitrose ..)

Matching production to sales requirements.

Asset Management, investment planning and expenditure (responsible for 18 mill in 2014)

Liaising with regulatory bodies

Investigating future company acquisitions and take overs

Viability and applications for new production facilities and long term plans

R & D – thinking outside the box and new ways of doing things

### **Reporting /Systems**

Budgeting for sites and departments

Monthly deviation reports – financial and biological

Production planning / forecast's

H.S.E / Codes of practice / Policies

ISO 9001 and 14001 Quality System's and IIP ( Systems, Procedures, risk assessments, Goals )

### **Equipment – Design, Specifications, purchase and installation**

Over 30 yrs. experience at all levels in Aquaculture and processing. Strong history in leadership roles from a young age.

Outstanding achievements and recognition within the industry. Brought technology advances used across the industry.

Strategic planner, Excellent organizational skills, Good with people - motivational leader

Good control and understanding of finances

Good control of technology and advances

Good understanding of financial and legal obligations that go with a company

Have a vision that will feed financial performance, not the other way around

Be connected with and be part of top management to deliver their vision