



**HOW  
FAR DO YOU WANT TO GO?  
TO GO?**



**Go further with Sealord**

[www.sealord.com](http://www.sealord.com)

# SEALORD VALUES

**Safety first**

**Collaborate**

**Respect**

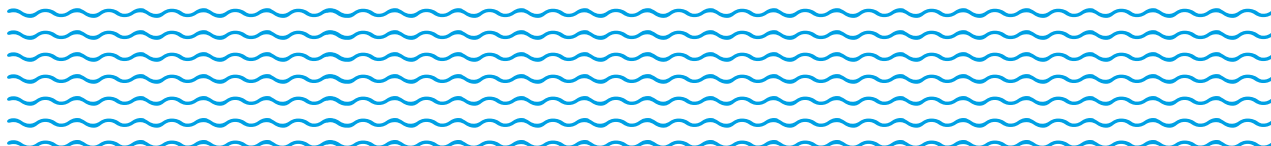
**Innovation**

**Responsible**

**WHĀIA TE TIKA  
KAWEA TE TĀKOHA  
MA TE MAHI TAHI,  
MA TE MAHI AUAHA  
HEI ORA TONU AI  
TE ANIKIWA O TANGAROA**

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**Be respectful, shoulder responsibility;  
by working together and by being innovative  
the passageway of Sealord will remain safe**



## WHO WE ARE

Sealord is one of the country's most well-known food producers, sending our seafood around the world.

You may have tried one of our tasty, healthy products, or you may know one of the 1,200 or so people who work for us, or you may just know us because we have been part of New Zealand's fishing community for more than 60 years.

Our New Zealand headquarters are in Nelson, with the sales and marketing team based in Auckland. We sail nine deep sea fishing vessels, own two Australian aquaculture businesses, and partly own a longline and fresh fish vessel business. Fish is either processed on board our freezer vessels or in our Nelson-based fish factory.

## SUSTAINABILITY

Sealord's Māori heritage brings with it important responsibilities, none more so than a kaitiakitanga (guardianship) role in relation to our marine resources. Seafood from well managed sources provides a healthy food for generations to come.

We are committed to the responsible use of energy, and waste minimisation. We work hard to improve our energy efficiency and reduce our emissions, the use of natural resources, and plastic.



## SAFETY, HEALTH AND WELLBEING

The safety, health and wellbeing of our Sealord team is at the heart of everything we do.

We are proud of our safety record, which is down to the hard work of everyone at Sealord. We are a family, and it is important that everyone in the family looks after each other.

We also support the wellbeing of our people through our Wellbeing model, which includes a range of initiatives like a free counselling service, subsidised gym memberships and revamped social environments for our staff to enjoy during their breaks.



# WHAT WE MAKE

Working for Sealord, you will be a part of making some of New Zealand's - and the world's - favourite seafood products.

Join us and be part of the essential team making delicious food that feeds nations.



*From New Zealand,  
Sealord exports 90% of our  
catch to 40 countries in  
various frozen formats*

## IT PAYS TO WORK FOR US

Sealord offers real career pathways. Do well and you can take the opportunity to progress your role and your salary.

### We look after our permanent employees with:

- Flexible working arrangements where possible
- Discounted airfares via our corporate programme
- Free meals at sea/discounted meals onshore
- Discounts on banking, health insurance, Sealord products, and other discounts we can get for you with the Staff Discount Card
- Cheap rates for smart phone mobile and data plans
- Annual flu vaccinations, healthy heart checks, workstation assessments, access to the Employer Assistance Programme (EAP) if things are a bit stressful
- Enhanced leave provisions
- Free car park
- Career progression

### Your immediate family also gets:

- Discounted smart phone mobile and data plans
- A chance to get a tertiary education scholarship.

### Fixed term employees or casual staff also get some of the above benefits.

## LEARN AND EARN

Sealord invests in its people, training and coaching you from day one to help develop your career, whether you start as an apprentice, or already come with skills and qualifications.

This might mean we cover professional membership fees, support you to get a professional qualification and make sure you have study, exam and graduation leave.

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*We recognise and reward top talent and outstanding performance, with a focus on promoting from within.*  
***When you do a great job, you will be rewarded***

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## WORKING FOR SEALORD AT SEA

Living and working with Sealord at sea is an adventurous way of life, shared with others like you who have “Kiwi grit”.

Giving you flexibility, you are on a vessel for two to six weeks, working eight-hour on and eight-hour off rotation shifts (on most of the vessels), and then you have time off when you are onshore again for two to six weeks for the crew rotation. Nelson is our main port and crew can get discounted airfares to get there and back, from anywhere in New Zealand.

Giving you a reliable income. As part of our crew, you get paid for the whole year, even for the time when you are onshore enjoying what interests you. While you are at sea, you earn and save money at the same time, because we provide you with tasty chef-prepared meals, and free off-shift activities, like Sky TV, WiFi, and on the larger vessels, exercise equipment and cabin TVs. Many people have saved money for a house pretty quickly while working at sea.

As well as relaxing in the mess lounge, you can head to your cabin after a shift. Cabins sleep four people on different shifts so not everyone is there at the same time.

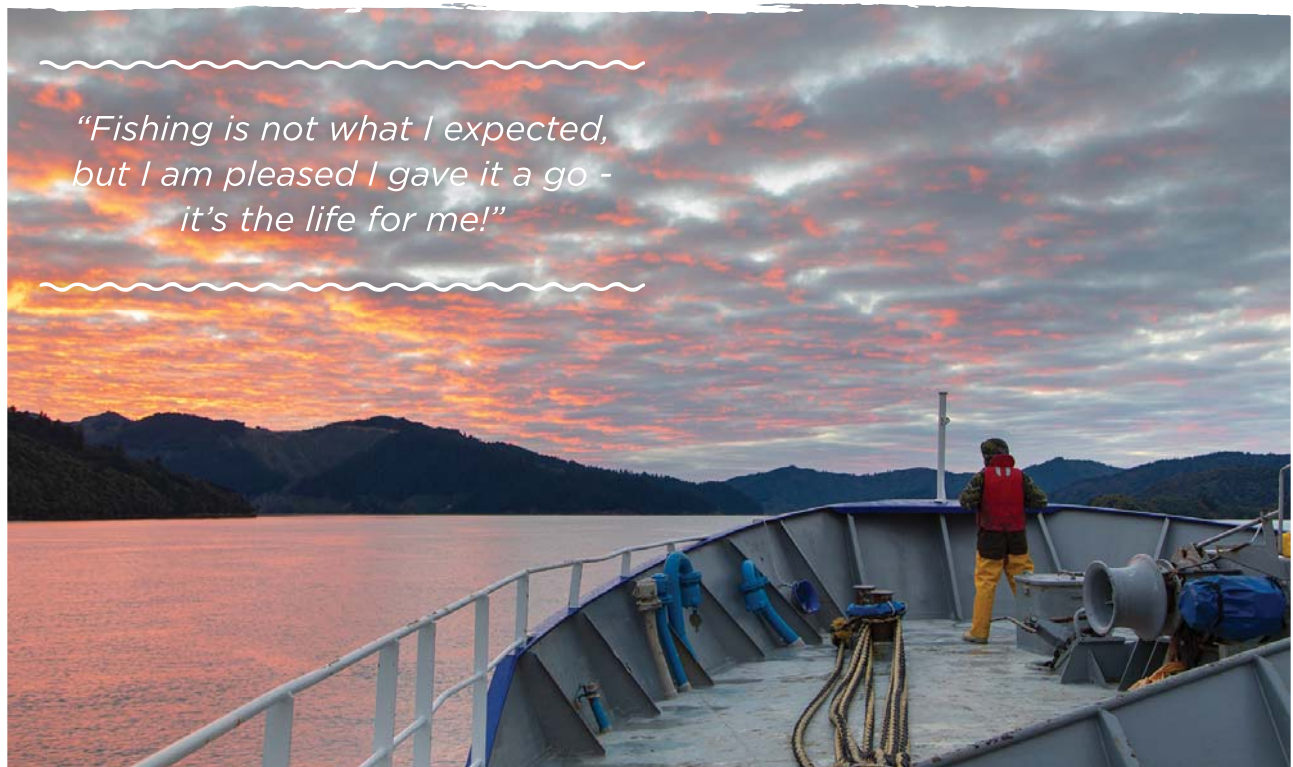
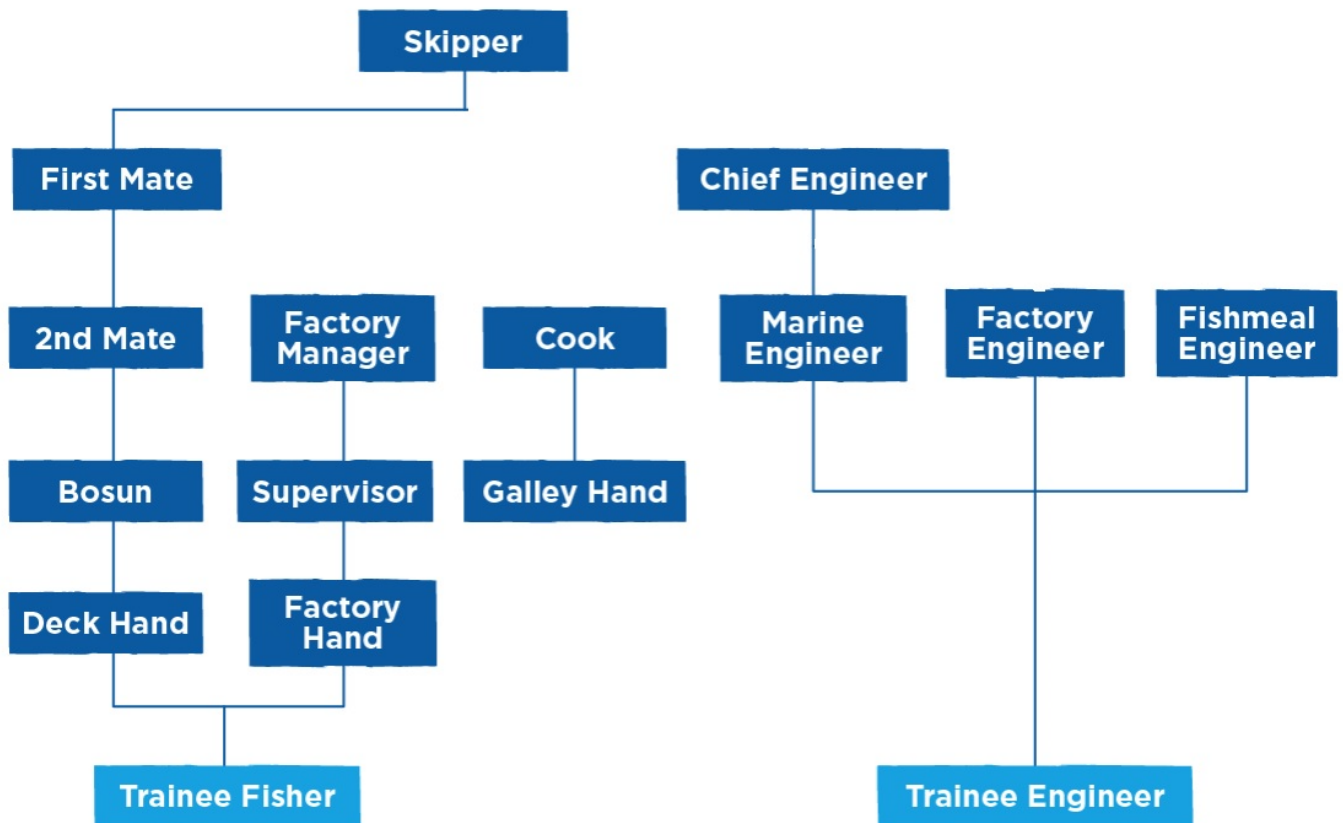


*“I work at sea for the money and because I like to work hard and then play hard.”*



# CAREER PROGRESSION AT SEA

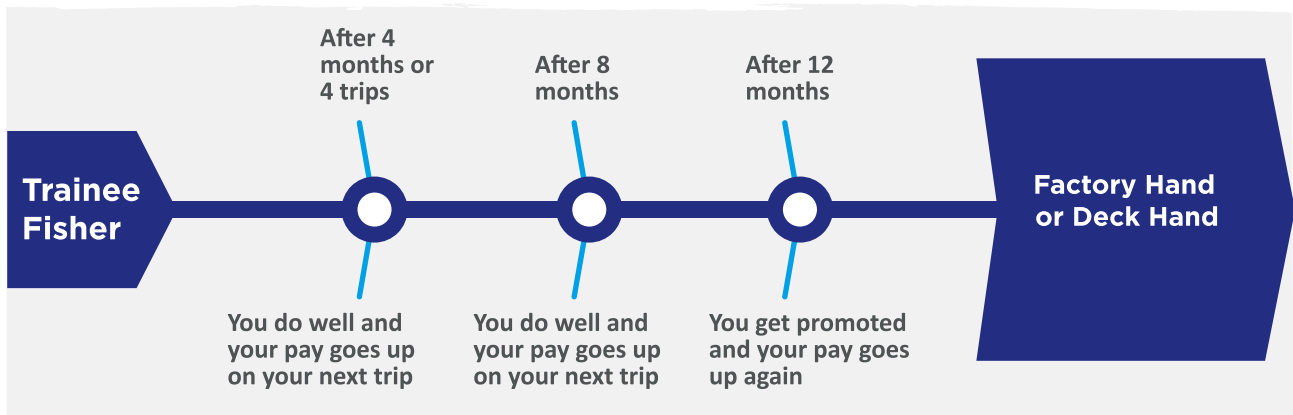
Sealord offers real career pathways at sea, as shown below.



## How your career at sea starts

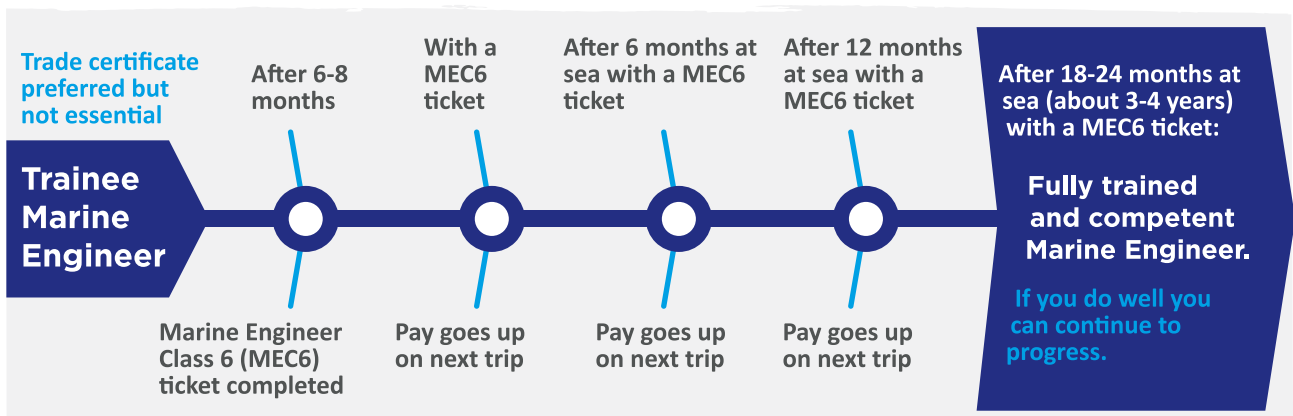
### Trainee Fisher - Deck Hand or Factory Hand:

You may start on our sea team as a Trainee Fisher (Deck Hand or Factory Hand). If you do well as a trainee, you will have guaranteed job progression in your first 12 months.



### Trainee Marine Engineer:

If you are interested in an engineering pathway, you can progress every year, particularly if you have a trade certificate before you begin, as shown below.



On our fish processing vessels, you are part of a close team who become your sea family, working in a routine together to get the job done well, and loving that the results of a day's work will feed a nation.

If you are safety conscious like we are, thrive in a team, are determined, like to be physically active, would enjoy exhilarating periods of life at sea, and the free time when back at home, then give a Sealord vessel role a go.





# WORKING FOR SEALORD ONSHORE

## Factory roles

Some of our vessels bring fish to our Nelson fish processing factory, where it is filleted fresh for supermarkets or made into our famous frozen and packaged products, sent around the world.

You can choose from a number of different jobs in our factory:

- General hand
- Machine operator
- Trimmer
- Forklift operator
- Filleter
- Truck driver
- Packer

We have day, afternoon and night shifts from Monday to Friday, and there are always opportunities for overtime and weekend work. For working parents there is also an option for a school hours shift in our Wet Fish factory. We have permanent full time or part time roles, and seasonal roles.

**If you thrive in a team, are active, co-ordinated with your hands and have an eye for detail, and love the Nelson lifestyle, then a shore-based factory role is for you.**





## Office-based roles

You can have a rewarding Sealord career in our office-based roles, supporting the core of our business in:

- Sales
- Marketing
- Finance and IT
- Human Resources
- Legal
- Health and Safety
- Operations
- Supply Chain and Logistics

As well as the other benefits of working with us, when you work with Sealord onshore, we help you out by subsidising chef-prepared meals, so you get healthy, tasty food from the team cafeteria at a great price.

Once you start with Sealord onshore, you will see the rewards and your career progress.



## WANT TO GO FURTHER WITH SEALORD?

Go to [www.sealord.com](http://www.sealord.com) to:

- See the current jobs available
- Register to get updates about new jobs

For any specific questions about working for Sealord, email us on [careers@sealord.co.nz](mailto:careers@sealord.co.nz)



