

Join us for Hoki season in Nelson, New Zealand

来吧！加入我们，一起参与新西兰纳尔逊的Hoki 渔季！

มาร่วมเป็นส่วนหนึ่งของทีมเราในฤดูปลาฮอกกีที่เมืองเนลสัน
ประเทศนิวซีแลนด์!

Hãy gia nhập đội ngũ của chúng tôi và cùng tham
gia mùa vụ cá Hoki tại Nelson, New Zealand!

Prepared by the *Sealord Human Resources Team*

We are excited that you are interested in joining us in Aotearoa New Zealand for the 2027 Hoki season.

We have created this guide to help you consider whether a seasonal role in Nelson, New Zealand is right for you:

- [What is Hoki?](#)
- [Why work for Sealord?](#)
- [Applying for a role with us under the Peak Seasonal Visa scheme](#)
- [Nelson and travelling here](#)
- [Accommodation](#)
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Aotearoa New Zealand is a beautiful country with an excellent quality of life. We hope this guide will help you understand what is involved in working a seasonal role here in Nelson.



What is Hoki?



H O K I

Macruronus Novaezelandie

Hoki (*Macruronus Novaezelandie*) is a species of deep-water fish that we catch from around New Zealand. The peak season for Hoki runs from May to September.

We process the Hoki we catch in our Wetfish factory in Nelson, New Zealand from May until September according to our ramp up plan.

This means we gradually increase the number of people in our processing factory over the season.



We commence operations with a day shift and then open afternoon and night shifts over this time. For example, in 2026 we commenced operations in late April, and were at full staffing capacity by the end of July.

We operate three shifts, however, depending on recruitment needs, you may not be able to self-select the shift of choice. More information on the days of the week you would work and the shift you would be working will be provided later in the recruitment process.

Shift	Time
Day Shift	6.00am to 2.30pm
Afternoon Shift	2.00pm to 10.00pm
Night Shift	10.00pm to 6.00am

There are many different roles in the factory and you will generally rotate around them over the season. In all roles you will handle fish.

Why work for Sealord?

We are an innovative, fun, friendly and diverse work community.

We pay an afternoon shift and a night shift allowance if you work these shifts.

Full Personal Protective Equipment (PPE) and uniform is provided.

We also offer free flu vaccinations along with staff sales and a staff discount card for local businesses.



SUSTAINABLE DEEPWATER SEAFOOD

We care about the future of fishing, so our fish comes from well-managed fisheries, some of which have a Fisheries Improvement Plan in place. We continue to evolve our processes and undertake research to ensure we manage fisheries with the best practices and quality of scientific information available. The Quota Management System (QMS) has been operating in New Zealand for over thirty years, solidifying New Zealand's reputation as a world leader in sustainable fisheries management. It ensures that our fisheries resources are not over-fished and that our seafood will be available for generations to come. It is one of the most extensive quota-based fisheries management systems in the world, with over 100 species or species complexes managed within this framework.

QUALITY YOU CAN TRUST

We deliver quality products to an exceptional standard of food safety and quality. Our uncompromising quality is why we are the number one retail seafood brand in New Zealand.

CATCH AREA



NUTRITION

Energy	290kJ
Protein	15g
Fat	1.0g
Cholesterol	32mg
Carbohydrate Sugars	0g 0g
Sodium	53mg

OUR ACCREDITATIONS INCLUDE:



Applying for a role with us under the Peak Seasonal Visa (PSV) scheme

We will be recruiting for the 2027 Hoki season soon.

This will be for a fixed term role as a General Hand / Seafood Process Worker in our Wetfish factory.

Please note Sealord has no agents working on our behalf for land based roles and all contact related to working at Sealord is with our Human Resources team. We would never request payment in advance and please be aware any such requests are scams.

The application process involves a number of steps.

First, you need to make sure you will meet the requirements of the Peak Seasonal Visa scheme. These are bound by Immigration New Zealand and these do change.

At the time of writing, the requirements for a PSV include:

- Having at least 1 season of work experience in the same or similar job gained in the last 3 years.

You will need to provide evidence of this (for example letter of reference from a former employer, certificates of employment, pay slips and tax certificates)

- Be in good health.

You will need to undertake a medical assessment if you are offered a job opportunity with us – we will provide more information on this if successful in your initial application).

- Have a good character.

You will need to provide a current police certificate.

If you are confident you will meet the above, then you can apply online on our Sealord careers website.

<https://careers.sealord.com>

We will then be in touch when we are ready to start assessing your application.



More information on the Peak Seasonal Visa (PSV)

[Peak Seasonal Visa » Immigration New Zealand](#)

Always check the INZ website for the latest information as it is subject to change. Once you have applied with us, we will contact you directly via our recruitment system for any required additional information.

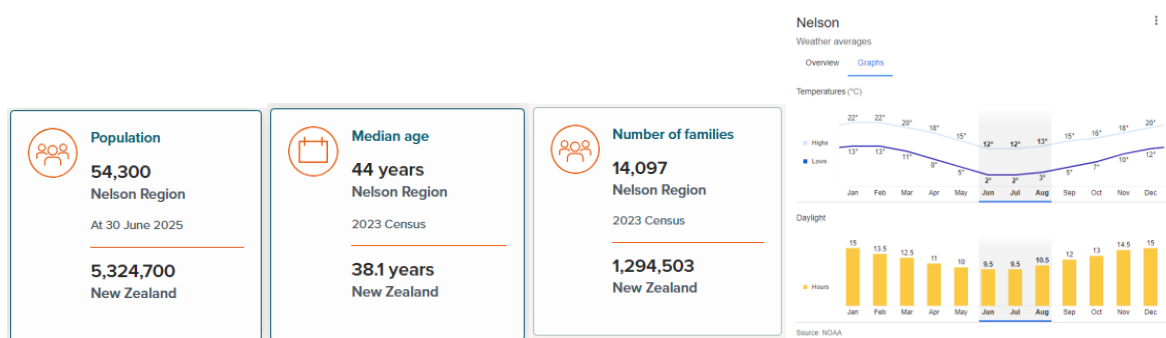
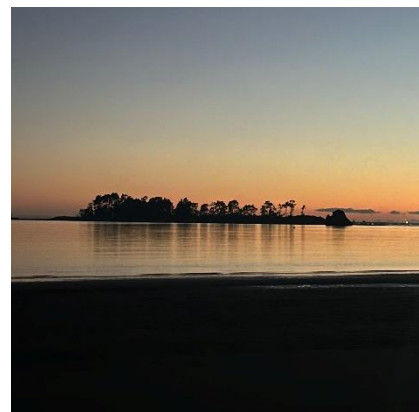
Nelson

Imagine waking up each day surrounded by stunning beaches, crystal-clear waters, sunshine, and some of New Zealand's most spectacular natural landscapes. Welcome to **Nelson**, a vibrant coastal city renowned for its relaxed lifestyle, friendly community, and abundance of outdoor activities.

Whether you enjoy hiking, fishing, mountain biking, kayaking, or simply exploring beautiful scenery, Nelson offers an incredible work-life balance that people from around the world come to experience.

You can find out more about the Nelson region here:

<https://www.nelsontasman.nz>



Travel

When you receive and accept an offer of employment with us, and your visa application has been approved, we can then assist you to make your travel bookings.

It is important that you only travel close to your start date as the Peak Seasonal Visa is for the season only. IF you arrive earlier, then you may not be able to fulfil your season.

Nelson is located at the top of the South Island of New Zealand.

To fly to Nelson, you need to travel domestically from the International Terminal you arrive from your home country to.

This will likely be either Auckland, Wellington or Christchurch.



Accommodation

In New Zealand, when you rent a place to live from someone, you are the 'tenant' and they are the 'landlord'. You both have rules to follow.

Immigration New Zealand (INZ) has information on renting in New Zealand, including paying rent and fixing problems with your rental:

- [Renting Property in New Zealand — Live and Work New Zealand \(https://www.live-work.immigration.govt.nz/rent\)](https://www.live-work.immigration.govt.nz/rent)

Tenancy Services is part of the New Zealand government. It also has information on your rights as a tenant, including types of tenancy agreements, your landlord's responsibilities, and the differences between tenants and flatmates:

- [Starting a tenancy — Tenancy Services \(https://www.tenancy.govt.nz/starting-a-tenancy/\)](https://www.tenancy.govt.nz/starting-a-tenancy/)

Backpackers & Hostels

- [Explore Backpackers & Hostels in Nelson Tasman | Budget-Friendly Stays](#)

You may have friends or family here in Nelson that you are planning to stay with.

We encourage your friend or family member that you are staying with to enter into a tenancy agreement with you.

Cost of living

You can check how much your living costs could be using INZ's cost of living calculator.

- [Cost of living calculator — Live and Work New Zealand \(https://www.live-work.immigration.govt.nz/costs/\)](https://www.live-work.immigration.govt.nz/costs/)

Information about the cost of living in our region

- *You can find more information about the Nelson area on the [Nelson City Council website](#) or their [Our Nelson news site](#)*
- *The [myrent website](#) has some market data on rental properties in Nelson*

Some potential key differences in New Zealand

- *It gets cold in Nelson over the winter, so factoring in heating costs in your weekly expenses is important*
- *For more information on 'kiwi culture' head to [Customs & Social Culture in New Zealand | Live and work New Zealand](#)*

Job or industry hazards

OUR VALUES – WE HIRE TO OUR VALUES



If you join us, during your induction (first day of work) you will cover core health and safety modules which will go over the main hazards in our workplace before progressing onto specific on-job training for your role(s).

You will be provided with a work uniform which includes work gumboots as part of your induction at Sealord and Personal Protective Equipment of ear muffs. Your gumboots and earmuffs are kept in your locker onsite in between shifts. Your uniform is washed by our laundry staff each day.

We have dedicated Health & Safety Representatives across all three shifts and an active Health & Safety team.

INZ has information about health and safety at work in New Zealand. This includes information on health and safety laws and what to do if you are hurt at work:

- [Safety at work — Live and Work New Zealand](https://www.live-work.immigration.govt.nz/worksafety/) (<https://www.live-work.immigration.govt.nz/worksafety/>)

WorkSafe New Zealand has information on your rights and responsibilities around health and safety at work. This includes what to do if you are worried about health and safety at work:

- [Your rights and obligations — WorkSafe](https://www.worksafe.govt.nz/managing-health-and-safety/workers/your-rights-and-obligations/) (<https://www.worksafe.govt.nz/managing-health-and-safety/workers/your-rights-and-obligations/>)

Other useful resources

Employment rights

In New Zealand, there are rules to make sure workplaces are fair.

INZ has information on your employment rights in New Zealand. This includes leave (time off), public holidays, pay, tax, and unfair treatment at work:

- [Employment rights — Live and Work New Zealand](https://www.live-work.immigration.govt.nz/employmentrights/)
(<https://www.live-work.immigration.govt.nz/employmentrights/>)

INZ also has resources to help you settle into a new job. This includes information on Kiwi workplace culture, unions, and services to help with a disagreement at work:

- [Support in the workplace — Live and Work New Zealand](https://www.live-work.immigration.govt.nz/support/) (<https://www.live-work.immigration.govt.nz/support/>)

Employment New Zealand has information on your employment rights in 21 different languages:

- [Minimum rights of employees \(translations\) — Employment New Zealand](https://www.employment.govt.nz/starting-employment/rights-and-responsibilities/minimum-rights-of-employees-translations/)
(<https://www.employment.govt.nz/starting-employment/rights-and-responsibilities/minimum-rights-of-employees-translations/>)
- They also have free online modules which cover information on your rights here in New Zealand. You can access these through the Employment NZ e learning site <https://employment.elearning.ac.nz/>.
- [How to avoid bank fees — New Zealand Banking Association](https://www.nzba.org.nz/banking-information/banking-tips/avoid-bank-fees/)
(<https://www.nzba.org.nz/banking-information/banking-tips/avoid-bank-fees/>)

Have additional questions?

Please email us at hokijobs@sealord.co.nz

