



KILNSEY PARK

YORKSHIRE DALES

JOB DESCRIPTION

Job Title	Fish Farm General Manager
Location	Kilnsey Park, Kilnsey, Nr Skipton, North Yorkshire BD23 5PS
Hours	Full-time position 40 hours per week.
Probation	Six-month
Salary	£ Competitive, based on experience
Responsible to	Managing Partner

Overview

Kilnsey Park is a unique and thriving business that combines a well-established fish farm with a popular visitor attraction, offering angler and family fishing, animal encounters, nature walks on the Kilnsey Trail and environmental education.

We are looking for a proactive and experienced Fish Farm General Manager to oversee fish farm operations while enhancing and managing the visitor experience side of the estate.

This role requires a blend of aquaculture expertise, operational team leadership, and customer-focused management to ensure the sustainability of the fish farm and the continued growth of the visitor attraction.

The workload between the fish farm and the visitor aspects of the business will be approximately 75:25. This ratio will be regularly reviewed and adjusted as needed to meet with business requirements.

Key Responsibilities

Aquaculture & Fish Farm Management

- Plan and oversee fish breeding, hatching, and rearing schedules to ensure sustainable production.
- Monitor fish health and optimise feeding regimes to maximise fish growth and welfare.
- Maintain and manage fish farm infrastructure, ensuring equipment and facilities are in good working order.
- Ensure compliance with relevant aquaculture and environmental regulations.
- Manage fish farm staff, providing training and guidance to uphold high welfare and production standards.
- Coordinate with suppliers, distributors, and customers to maximise sales and sustainability of the fish farm business.

Visitor Experience & Attraction Management

- Oversee and enhance the visitor experience, including fishing lakes and family fishing pond, farm animal interactions and nature walks.
- Develop and implement engaging visitor activities, ensuring safety and high-quality experiences.
- Maintain visitor facilities, ensuring all areas are clean, well-presented, and operating efficiently.



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- Recruit, train, and manage staff for visitor services, ensuring excellent customer interactions.

Business & Administrative Duties

- Manage budgets, stock control, and procurement for both fish farm operations and visitor attractions.
- Keep accurate records of fish stock, sales and financial performance.
- Ensure compliance with health and safety regulations for both aquaculture and public attractions.
- Oversee staff scheduling, rostering, and attendance tracking, ensuring efficient allocation of resources across both the fish farm and visitor attraction.
- Monitor staff productivity and performance, ensuring all team members meet operational and customer service standards.
- Implement training programs to upskill staff in aquaculture techniques, visitor engagement, and health & safety adherence.
- Ensure all staff follow health and safety protocols, including risk assessments, emergency procedures, and safe working practices in all areas of the business.
- Assign operational tasks and daily responsibilities, ensuring a smooth workflow across departments.

Skills & Experience Required

Essential:

- Aquaculture/fish farming experience, ideally in trout or freshwater fish production.
- Qualification in aquaculture or fisheries management
- Strong leadership and team management abilities.
- Excellent planning, organisation, and problem-solving skills.
- Ability to work outdoors in various weather conditions and be hands-on with practical tasks.
- Understanding of health, safety, and environmental regulations in both aquaculture and visitor operations
- GCSE Maths C or above
- Full driving licence, maximum 3 penalty points

Desirable:

- Experience managing visitor attractions, farm-based tourism, or outdoor educational programme.
- Knowledge of sustainable fish farming and conservation practices.
- Customer service experience, particularly in a tourism, hospitality, or outdoor visitor attraction setting.

Legal & Regulatory Responsibilities

- Compliance with CEFAS Aquaculture Production Business licence
- Maintain Animal Transport Authorisation licence
- Adhere to DEFRA Fish Movement / Mortalities and Medicines Requirements
- Maintain Environment Agency abstraction and discharge licences
- Organise legally required veterinary certificates



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- Acquire FR1 certificates for introducing live fish to natural environments
- Work to BTA standards of good practice

Working Conditions

- Hands-on role with a mix of fish farm, office and outdoor visitor attraction work.
- Flexible working hours, including weekends, bank holidays, and peak visitor periods.
- Opportunities for growth, with scope to develop the fish farm business and expand visitor offerings.

This is a fantastic opportunity for someone passionate about aquaculture and rural tourism to play a key role in a unique and thriving food production and visitor business in the beautiful Yorkshire Dales.

If you have a blend of fish farming expertise, ambition for growth, and a passion for customer and visitor engagement, we'd love to hear from you!

How to Apply

Please apply by sending your detailed CV along with a letter/email stating why you would like a career at Kilnsey Park Trout Farm and how you would be suitable for this role to:

Email (Preferred) fishfarm@kilnseypark.co.uk

Post Managing Partner. Kilnsey Park Estate, Kilnsey, Nr Skipton,
North Yorkshire BD23 5PS

<https://kilnseypark.co.uk/>