

Trident Seafoods

Stefanie Moreland | Executive VP of Public Affairs



THE TRIDENT DIFFERENCE

Our vertical integration guarantees consistent supply and quality from **FLEET to FORK**



FLEET

We catch Wild Alaska Pollock, Alaskan Salmon and Cod specifically and only in American waters with our own fleet and partner fisherman, strictly adhering to responsible harvesting practices.



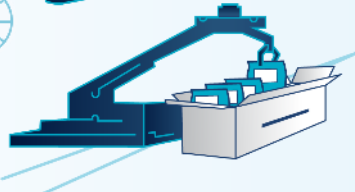
PRIMARY PROCESSING

We capture peak freshness at all-season plants and secondary facilities worldwide, meeting market demand for the highest quality Alaskan seafood.



TRANSPORT

We carefully manage our transport for efficient, timely arrivals while striving to minimize the environmental impact.



VALUE-ADDED PROCESSING

We process and package with precision, optimizing every part of the fish to minimize waste and environmental impact.



MARKET

We offer a diverse portfolio of Wild Alaska seafood products, including options ideal for foodservice, retail, restaurants and industrial use that cater to various industry and customer needs.



FORK

We uphold the world's most sustainable practices, ensuring the health of our waters and our ability to serve the world's best seafood for generations to come.



ALASKA LOCATIONS AND SPECIES

St. Paul

Opilio Snow Crab
Bairdi Snow Crab
Halibut
King Crab

Dutch Harbor

Akutan

Alaska Pollock
Pacific Cod
Opilio Snow Crab
Bairdi Snow Crab
Sablefish (Black Cod)
Halibut
King Crab

Sand Point

Pink Salmon
Sockeye Salmon
Keta Salmon
Coho Salmon
King Salmon
Dungeness Crab
Bairdi Snow Crab
Sablefish (Black Cod)
Pacific Cod
Halibut

Dillingham

Naknek

Sockeye Salmon
King Salmon
Keta Salmon

Anchorage

Cordova

Sockeye Salmon
Pink Salmon
Keta Salmon
Coho Salmon
King Salmon
Sablefish (Black Cod)
Halibut

Wrangell

Pink Salmon
Keta Salmon
Sockeye Salmon
Coho Salmon
King Salmon

● Plant operations
● Support locations



Construction



We replace or repair over 100 yards of concrete at Alaskan shore plants every year.

Construction Site Supervisor

\$143k

- 8 years of experience in construction related industry
 - 4-5 years of experience leading construction projects
 - This position travels to all plants in Alaska
- ★ Construction Worker I (\$92k) is the first position in this pathway

\$109k

Carpenter II

- 6 years carpentry experience
 - This position is assigned to a single plant
- ★ Carpenter I (\$104k) is the first position in this pathway

\$106k

Construction Worker (Level II or higher)

- 5 years of experience in construction related field
 - This position travels to all plants in Alaska
- ★ Construction Worker I (\$92k) is the first position in this pathway

Maintenance

General maintenance personnel require the most diverse skill set of all the skilled trades positions.

Maintenance Supervisor

\$133k

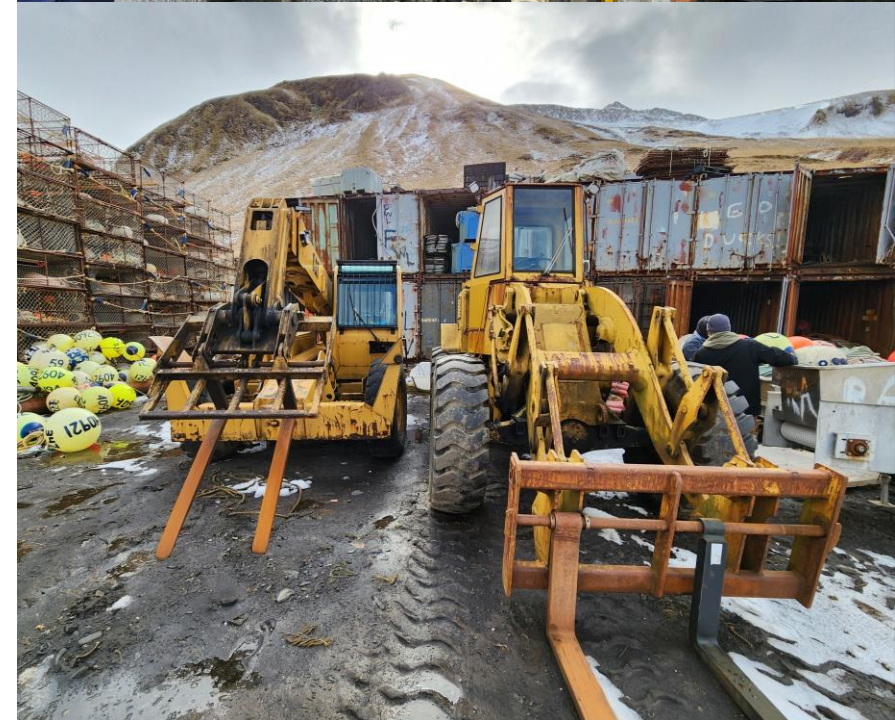
- 6 years experience working as a mechanic in manufacturing related industry
- 1-2 years of leadership experience
- Maintenance Mechanic I (\$77k) is the first position in this pathway

Maintenance Mechanic III

\$103k

- 6 years experience working as a mechanic in manufacturing related industry
- Maintenance Mechanic I (\$77k) is the first position in this pathway

Seafood processors showing mechanical aptitude and interest can achieve these positions





Wastewater Management



Some larger facilities use up to 4.5 million gallons of water to be treated each day.

Water & Wastewater Manager

\$170k

- 9 years related experience in wastewater treatment in a manufacturing related industry
- 2 years supervisory experience
- Operator Level II wastewater certification (or higher)
- Treatment Plant Operator Trainee (\$84k) is the first position in this pathway

Treatment Plant Operator II

\$155k

- 2 years experience working in wastewater treatment plant
- Associate degree or equivalent from a two-year college or technical school
- Operator Level I wastewater certification (or higher)
- Treatment Plant Operator Trainee (\$84k) is the first position in this pathway

Factory

Seafood processors showing mechanical aptitude and interest can achieve these positions

Senior Cannery Technician

\$152k

- 10 years experience in machine repair in manufacturing or related field
- Experience working with fish house equipment preferred
- Factory Technician Assistant (\$77k) is the first position in this pathway

Factory Supervisor

\$133k

- 8 years experience in factory maintenance or manufacturing
- 1 year certification from a technical school; or 6-12 months of related experience
- Factory Technician Assistant (\$77k) is the first position in this pathway

Senior Factory Technician

\$118k

- 8 years experience in factory maintenance or manufacturing
- One or more years in a leadership role
- Highly proficient in multiple skills and trades, ability to mentor and teach junior technicians.
- Factory Technician Assistant (\$77k) is the first position in this pathway

The average canning line runs 220+ cans per minute.





Refrigeration



The largest ammonia system for Trident is located in Akutan at 120,00 pounds of ammonia



Refrigeration Technician

\$133k

- RETA CARO, CIRO and CREST certifications
- 8-10 years of industrial ammonia refrigeration experience
- Refrigeration Assistant (\$77k) is the first position in the pathway

Refrigeration Operator II

\$114k

- Reta CARO certification, CIRO certification preferred
- 3-7 years of industrial ammonia refrigeration experience
- Refrigeration Assistant (\$77k) is the first position in the pathway

PSM Coordinator (Process Safety Management)

\$113k

- 3 years of experience leading PSM and RMP activities
- ★ Asst. PSM Coordinator (\$90k) is the first position in this pathway requiring a high school diploma and 2 year of mechanical aptitude experience

Baader

The Baader 212 can process pollock fish at speeds up to 150 fish per minute depending on size and quality of the catch.

The average processing speed for Trident is 138 fish per minute.

Senior Baader Technician

\$138k

- Promoted and trained in house
- 8-10 years experience as Baader Technician
- ★ Baader Assistant (\$80k) is the first position in the pathway

Baader Technician III

\$127k

- Promoted and trained in house – mechanical/electrical experience preferred
- 6 years of experience as Baader Technician
- ★ Baader Assistant (\$80k) is the first position in the pathway

Seafood processors showing mechanical aptitude and interest can achieve these positions





Vessels



Trident operates 26 vessels. The Independence, a floating processor vessel, is 78 years old and still in operation.



First Mate

- USCG mate's license
- 2-5 years of leadership experience
- Deckhand (\$55k) is the first position in this pathway

QMED (Qualified Member of Engineering Department)

- QMED endorsement on USCG license
- This position works a rotation of 50 days on and 50 days off.
- Wiper (\$65k) is the first position in this pathway

Factory Engineer

- 4-5 years experience in factory maintenance or manufacturing
- 1 year certification from a technical school; or 6-12 months of related experience
- Seafood Processor (Paid at case rate based on production) is the first position in this pathway

Skilled Trades Trainee Program

Trident has mentored 20+ students, including Alaskans from Cordova, Dutch Harbor, Kodiak, Metlakatla, Petersburg and Wrangell.

- Two years of education and mentorship followed by two years of employment commitment to Trident.
- Trident covers the cost of tuition, room & board, supplies and an hourly wage of \$20.17 per hour for the first two years.
- Upon completion of certification, students enter the work force as an entry-level industry professional making \$77k-\$90k







First Steps on the Pathway:

Job Openings Requiring 2-3 years of experience

Plant Based Positions

- Meal Plant Key I
- Dock Lead I
- Production Key III
- Surimi Key I
- Facilities Operator II
- Roe Technician
- FSQA Lead

Vessel Positions

- Catcher Vessel Deckhand
- Surimi Technician - Daily

AK Project Support

- Skilled Trades Trainee

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Vessel Jobs

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Seafood Processor Jobs in Alaska

Job Openings

3+ Years Experience

Vessels

- [Factory Engineer](#)
- [Licensed Chief Engineer](#)

Plants

- [Sr. Factory Technician](#)
- [Maintenance Supervisor](#)
- [Electrician Assistant III](#)
- [Water & Wastewater Manager](#)
- [Division Manager- Refrigeration Engineering](#)

