

## **Operations Manager | AlaSkins – Leader in the 100% Fish Movement Full-Time, On-Site, Salaried Position | Soldotna, Alaska (Kenai Peninsula)**

### **Note from Sara Erickson, Owner & Founder of AlaSkins:**

*Please read this entire posting carefully. Before applying, visit and explore **every page** of [alaskins.com](http://alaskins.com) (including the shop, product details, and story), learn about our nonprofit **AlaSkins Discovery** at [alaskins.com/alaskins-discovery](http://alaskins.com/alaskins-discovery), review our press features, and check our social channels (Instagram @alaskins907, Facebook AlaSkins907, LinkedIn). We are looking for someone who is genuinely inspired by who we are and what we stand for. Applications from candidates who have not taken the time to understand AlaSkins and the 100% Fish movement will not be considered.*

### **About AlaSkins & Our Mission**

AlaSkins is a mission-driven, woman-owned Alaskan company and a recognized leader in the **100% Fish movement**. We transform what was once considered fish processing “waste” — the skins of wild Alaska salmon, halibut, and cod from sustainable small-boat commercial fishermen — into premium, single-ingredient pet treats that are 100% wild, 100% natural, and 100% made in Alaska.

Packed with natural Omegas and vitamins, our treats give pets clean, high-quality nutrition while honoring the full value of Alaska’s incredible fisheries. We don’t just make great pet treats — we’re proving that zero-waste innovation can create better products, stronger local economies, and a healthier planet.

Our impact extends through **AlaSkins Discovery**, our 501(c)(3) nonprofit, which inspires Alaska’s youth to embrace sustainable resource use, marine conservation, and the 100% Fish model through hands-on camps and our educational board game *Blue Salmon: 100% Fish*.

We are in an exciting growth phase: strategic manufacturing partnership with Kenai Fish, a move to our new operations location in Soldotna, rapid national expansion, and the ramp-up of innovative new lines including our halibut oil-based **Arctic Omega Cream** skincare and exciting fish skin snacks/chips for humans. We’re preparing for major trade shows, building systems for scale, and continuing to lead conversations about full utilization and sustainability in seafood and pet industries.

We are a small but mighty team where every person matters. We work hard, solve problems resourcefully, laugh through challenges, and stay inspired by the bigger picture: turning potential waste into value for pets, people, and future generations.

### **The Opportunity**

We’re looking for a hands-on **Operations Manager** who will thrive in a dynamic, fast-paced, constantly evolving environment. This is not a static 9-to-5 role — it’s a chance to help lead operations for a company that’s scaling nationally while staying rooted in Alaska values and the 100% Fish philosophy.

You'll play a key role in keeping our high standards of quality and food safety, supporting our manufacturing partnership, fulfilling orders, and helping ramp up exciting new product lines. Most importantly, you'll help build a positive, resilient, and inspired team culture where humor, resourcefulness, and hard work go hand in hand.

### **Role Description & Key Responsibilities**

This is a full-time, on-site, salaried position based in Soldotna, Alaska. The Manager oversees daily operations with a focus on efficiency, quality, and mission alignment in a growth-oriented environment.

Responsibilities include:

- Coordinating and supporting pet treat production activities (in partnership with our manufacturing collaborator) while ensuring consistent quality, safety, and standards.
- Helping ramp up production and launch of new product lines, including Arctic Omega Cream and human fish skin snacks/chips.
- Managing inventory levels for ingredients, packaging, and finished goods across current and expanding product lines.
- Overseeing online and wholesale order fulfillment and shipping for accuracy, timeliness, and excellent customer experience.
- Supervising, training, motivating, and supporting team members while fostering a collaborative, positive, and high-performing culture.
- Organizing work schedules with the flexibility required for a growing business, including weekend coverage during peak periods.
- Maintaining a safe, clean, organized, and efficient work environment.
- Contributing to process improvements, problem-solving, and scaling systems as we grow.
- Handling basic administrative tasks: reporting, recordkeeping, documentation, and communication with leadership, vendors, and customers.
- Supporting quality control, food safety compliance, and preparedness (including recall plans).
- Representing AlaSkins professionally with partners, vendors, and customers.
- Jumping in where needed in a small but ambitious company — flexibility and willingness to wear multiple hats is essential.

### **Who We're Looking For (Qualifications + The Right Fit)**

We want someone who brings both strong operational experience **and** the personality and mindset that will thrive here.

#### **Must-Haves:**

- Experience in food production, manufacturing, or seafood processing (pet treat or pet products industry experience or connections are a strong bonus).
- Demonstrated team leadership or supervision experience with the ability to train, motivate, and support staff.
- Excellent organizational and time-management skills for coordinating schedules, inventory, orders, and shifting priorities.

- Strong attention to detail and commitment to product quality, food safety, sanitation, and cleanliness.
- Effective communication skills and a professional yet approachable demeanor for working with team members, vendors, and customers.
- Comfort with basic administrative and inventory software/tools.
- Physical ability to work on-site in a production environment: standing for periods, regular lifting/moving of 50 lb boxes, and working in variable conditions.
- Reliable transportation and true flexibility, including **weekend availability** as needed for order fulfillment, production, inventory, and events.
- Genuine interest in or passion for sustainability, zero-waste/full utilization concepts, Alaska fisheries, or the 100% Fish movement. You should be excited to champion this mission.

### **Highly Valued / Strong Bonuses:**

- HACCP, PCQI, Seafood HACCP, or food safety certification/experience.
- Background in food safety plans, quality systems, or recall preparedness.
- Prior work in value-added seafood, natural/specialty pet products, or related manufacturing.
- A great sense of humor, positive attitude, resourcefulness, and ability to stay calm and solution-oriented in stressful or rapidly changing situations — these traits are core to our culture and success.
- Connections in the pet industry (retail, wholesale, or distribution) that could help accelerate growth.
- Enthusiasm for innovation and contributing ideas to new products or better processes.

We are looking for someone who will not only manage operations but **inspire** the team and help carry forward the heart and vision of AlaSkins.

### **What We Offer**

- Salary in the **\$55,000–\$65,000** range annually (commensurate with experience and qualifications) for this full-time salaried/exempt position.
- The opportunity to make a real, hands-on impact in a meaningful, growing Alaskan company that's leading the 100% Fish movement in sustainable seafood innovation and pet wellness.
- A leadership role with high visibility and influence in a small but ambitious business where your contributions directly shape our success.
- A collaborative, positive team environment that values hard work, resourcefulness, humor, and a shared passion for our mission.
- The chance to live and work in beautiful Soldotna on the Kenai Peninsula, with the unique lifestyle and outdoor opportunities Alaska offers.
- Potential for professional growth and increased responsibility as AlaSkins continues its national expansion.

## How to Apply

Email your **resume**, **cover letter**, and any relevant certifications to Sara Erickson at [sara@alaskins.com](mailto:sara@alaskins.com). Use the subject line: **AlaSkins Manager Application – [Your Full Name]**.

In your cover letter, please address:

1. Why AlaSkins and the 100% Fish movement inspire you (and confirm you've explored our website, nonprofit, and channels).
2. Examples of how you've handled stressful situations or constant change with resourcefulness and a positive/humorous attitude.
3. Your relevant experience, **any certifications you hold** (e.g., HACCP, PCQI, food safety, etc.), and what you would bring to help us grow while upholding our standards and mission.

We look forward to connecting with mission-aligned candidates who are ready to roll up their sleeves and help lead the next chapter of AlaSkins.