Course Announcement
The Global Seafood Alliance (GSA)

Auditor & Industry Observer Training Course

Remote Classroom via Zoom
8-10 September 2025
10:30 PM, EDT – 7:30 AM, EDT

Course Subject Material –

Best Aquaculture Practices (BAP) & Best Seafood Practices (BSP) Standards for:

- Seafood Processing Plants **Issue 6.0 – 05 November 2025**
- Farms:
    — Farm Standard **Issue 3.1 – 07 February 2023**, which covers land-based aquaculture systems: ponds, raceways, recirculating aquaculture systems, fresh/brackish water cage farms and marine cage (non-salmon) farms
    — Mollusk Farm Standard **Issue 1.2 – 07 February 2023**
    — Salmon Farm Standard **Issue 3.0 – 05 August 2026**
- Hatchery Standard **Issue 2.1 – 04-April-2023**
- Feed Mill Standard **Issue 3.3 – 22 December 2025**

Instructors:

- Chris Weeks, Vice President of Program Integrity
- Ken Corpron, Program Integrity Analyst
- Rebeca Coronella, Program Integrity Specialist II
- Taylor Morrison, Program Integrity Specialist II
- Guy Ewing, Program Integrity Consultant
- Amy McGann, Director of Social Responsibility
- Murali Bujji, Program Integrity Consultant

Remote Classroom Course Details

8-10 September 2025
10:30 PM, EDT – 7:30 AM, EDT
Course Venue: Online Zoom Meeting

Online Training Rules

Hardware Rules

1) *Recording* – Zoom sessions may be recorded. You can tell when recording is active if there is a small blinking red light that shows up at the top left hand of the Zoom screen. It is the presenter's sole decision as to whether to record or not. All recordings are secure and confidential. The GSA may archive these recordings for internal training purposes.
2) *Camera* – You must keep your cameras on to ensure that you are fully participating.
3) *Microphone* – Always mute your Zoom when you are not speaking. This will help prevent background noise and feedback from distorting the audio for other participants.

Lecture Rules

Please show up in full attire, just as you would in a professional business meeting, and please do not place distracting items on screen. We ask that you set yourself up in a well-lit environment for optimal video. Consider using headphones or a headset with microphone if you have difficulties with audio or hearing.
When in class, give your full attention to the class. You should not be working on other items. You should be fully engaged and ready for impromptu responses that you might need to give at a moment's notice within the class.
Each participant must have their own account for the course and be on camera. No additional persons should be watching the course from your device.

Please use the "Raise Your Hand," tool to indicate when you would like to make a comment.

GSA Auditor and Industry Observer Training Course
Remote Classroom Schedule of Fees
8 – 10 September 2025
10:30 PM, EDT – 7:30 AM, EDT
All Auditors and Observers Training Fee:
$650 USD

Deadlines:
1. <u>All application packages and supporting documentation must be submitted by **July 14ᵗʰ** for entrance to the course.</u>
2. All fees are due before the start of class or there will be <u>no admittance.</u>

Process Flow:
1. Submit an application to the GSA with all required documents and formatting.
2. The GSA will determine eligibility for competencies and send an approval/denial notice for each competency you are applying for.
3. Complete all assigned pre-course work lessons **due August 25ᵗʰ** on the GSA Training Platform.
4. Attend the virtual classroom portion of the training course.

5. Take a final exam for each competency you were approved for based on material from the pre-work and classroom portions.

Testing and Passing the Course:

- The candidate must score at least 75% on the final exam to pass.

Course Schedule

Day 1 – 8 September – All categories training (auditors and observers)
Day 2 – 9 September – All categories training (auditors and observers)
Day 3 – 10 September – Exams (auditors only)

Course Materials:

- **July 28 –** Access information will be distributed for all course pre-work on the GSA Training Platform; to be completed **independently** by the registered attendee prior to **August 25th**.

- **September 1 –** Paid registrants will be sent an email with the in-class presentation, detailed schedule, and a link to the relevant Program Standards.

Auditor Information

Conflict of Interest Policy

- Individuals that work in the seafood industry for a processor, trader, importer/exporter, farm, hatchery, feed company, government organization or other similar type of organization may attend as observers but cannot be admitted as auditor candidates.
- Auditor candidates must be independent/third party individuals to avoid conflict of interest.

Course Attendee Categories and Registration Instructions

There are three attendee categories:

- Returning Auditors
- New Auditor Candidates
- Observers

Returning Auditors:

Currently approved and active GSA auditors that must take refresher training may register by:
1. Having the Certification Body they work for contact the GSA for approval.
2. Or, if an independent approved auditor (not an employee of a CB), contact the GSA directly.
3. Once approved you will receive a confirmation email from the GSA with further instructions.

Currently Approved and Active GSA Auditors Wishing to Extend the Scope of Their Auditing Approval:

Returning auditors currently approved and active for some standards wishing to be considered for approval for additional standards need to:
1. Ensure the competency requirements for the new category have been met (see "Auditor Applicant Competencies" and "Minimum Auditor Competency Requirements" sections).
2. Update credentials (CV, audit log, any training certificates obtained) to clearly show the competency requirements for the category have been met.
3. Submit the above credentials to the CB you work for screening and approval. The CB is NOT to send the information to the GSA until it has been properly screened.
4. Or, if an independent auditor, not working as an employee of a particular CB, update credentials and submit directly to the GSA.

New Auditor Candidates

New Independent Auditors: Independent auditors not currently working for or subcontracted by a GSA-approved Certification Body or individuals wishing to apply to attend the training course as an independent auditor candidate have two options:
1. Contact a GSA-approved CB in advance to find out if any of them might be interested in hiring you after successfully completing the course. If so, make arrangements with that CB to send them all required credentials and have them screen your candidacy. Once the candidate has been confirmed by the CB as

having met the requirements, the CB is to send the candidate's name and credentials to the GSA for final approval and invoicing.

2. Submit your credentials as described in this document directly to the GSA for screening. State the exact categories you are seeking approval for, and ensure you meet the requirements. Once screened and approved by the GSA, pay the invoice for the course. If you pass the course, you may seek to be hired by one or more of the GSA-approved CBs.

For competency categories, competency requirements, and document submittal requirements, see: "Auditor Applicant Competencies", "Overview of Requirements to Become a New GSA Auditor or for GSA Auditors That Are Not Current to Re-Qualify", "Minimum Auditor Competency Requirements", and "Documents Required to be Submitted for Screening" sections.

To All GSA-Approved Certification Bodies (CBs)

1. Any new or returning auditor that is an employee of a GSA-approved CB MUST be properly screened by that CB BEFORE submitting anything to the GSA.
2. All GSA-approved Certification Bodies are responsible for ensuring the proper information, registration steps and screening have taken place for any auditor they are submitting for a course.
3. Improper information and submittals will be rejected and returned to the CB for correction. The CB must state the exact category(ies) the candidate was approved for by the CB.

Requirements to Become a New GSA Auditor, or for GSA Auditors That Are Not Active to Re-Qualify

Overview: To become an approved auditor for the GSA, candidates must:

- Meet the competency requirements for each category they wish to audit against. Candidates must clearly indicate which of the categories they are applying to audit for.
- Submit credentials and other information in compliance with the steps specified in this document and be approved to attend a GSA auditor course.
- Complete the online pre-work (GSA Training Platform) for each competency they are applying for.
- Pass the course for the area(s) of competency(ies).
- Work for or be subcontracted by a GSA-approved Certification Body (CB).
- Obtain final approval to audit from a GSA-approved CB by undergoing required shadow and witness audits.
- Maintain competency and perform the minimum number of audits per year for each category.

Auditor Applicant Competencies

New auditor candidates, returning auditors wishing to extend their scope of recognition, or outdated/not current auditors, must demonstrate competence in the specific categories covered by the standards they wish to audit against.

The Auditor Competency categories are:

Auditor Category	Competency
1	Seafood Processing Plants
2	Land-based Aquaculture Systems (Including ponds, raceways, recirculating systems, fresh and/or brackish water cages - all species and related hatcheries)
3	Salmon and Marine Cage Farms (all marine finfish species and related hatcheries)
4	Marine Cage Culture Farm Systems Only (no salmon experience) And related hatcheries
5	Mollusk farms and related hatcheries (including mussels)
6	Feed Mills

Applicants shall submit **seafood competency** information to either their CB or, if independent, to the GSA as described below.

Please Note:
- *All information submitted such as CVs and audit logs must include **ONLY** seafood related information relevant to the category(ies) being applied for.*
- *Experience not related to seafood (such as audits of dairy plants or agricultural farms) must be removed. Inclusion of large amounts of non-competency category related areas will cause the submittal to be rejected and returned for correction.*
- *Applicant information submitted to the GSA where the competency requirements have not been clearly met, where all required documents listed herein were not sent, or where the CB did not properly screen their candidates will be rejected and returned to the applicant or CB for correction.*

Minimum Auditor Competency Requirements

1. **Seafood Related Experience:** At least 2 years direct and full-time experience in a Seafood Processing Plant in a quality assurance or food safety function, or at least 3 years of direct experience in each of the other categories mentioned above that an applicant wishes to potentially audit to.
Experience can take the form of positions held, performing audits of seafood-related facilities, or both.
   - Examples of positions held: quality assurance, production, food safety, product inspection, operation of aquaculture farms or hatcheries, key position in a feed mill, etc., Feed mill experience need be in animal or aquaculture feed mills.
2. **Language Skills**: Demonstrated good written and verbal English capabilities.
3. **Education:** A degree in a relevant scientific field and/or other relevant education (see "other education" below)
   - Examples of relevant degrees include: Food Science, Microbiology, Fisheries Science, Aquaculture, Veterinary Medicine, Biology, or Chemistry.
4. **Recognized Auditor Course:** Candidates must have successfully completed a recognized course in audit techniques. Examples of recognized audit courses include: ISO 9000, ISO 9001 or CB-supplied auditor training.
5. **Other Education:** Other education combined with experience can be substituted in place of a degree requirement provided that education is deemed sufficient and can be verified through certificates. The other education must be directly applicable.
   - Examples of other education include training or courses in: Aquaculture science or management, feed mill courses, HACCP, GMPs, Sanitation, Hygiene, Quality Assurance, Microbiology, and additional audit courses beyond the one already required under item no. 4.

Auditor candidates must meet the above qualifications for each auditor competency category they wish to be considered for. Auditors need only meet the requirements under one category to attend. Auditor candidates that meet the qualifications for one category and that also wish to be considered in the future for additional categories may obtain the necessary experience and training through their CB or on their own and request approval from a CB and the GSA.

The documents required to be submitted to demonstrate the competency requirements have been met are described below.

Please Note:
- *Approved auditor candidates must attend the ENTIRE course and complete the tests for every category for which they are applying.*
- *Auditor candidates are not allowed to do the exams for the categories they are not approved for.*
- *Candidates that meet both the competency requirements and pass the exams for the area of competency applied for will be approved as GSA Auditors for that category but cannot audit alone until they have gone through training/shadow and witness auditing to the satisfaction of one or more of the GSA-approved certification bodies.*

Documents Required to be Submitted for Screening

Certification Bodies are required to screen their potential candidates for the above minimal qualifications and to obtain and thoroughly review for each applicant the below information at a minimum.

Independent candidates not applying through a CB are required to submit the same information listed below to the GSA for screening.

1. **CV/Resume:** An up-to-date CV/Resume in English, describing positions and experience related to seafood and the specific category(ies), education, certifications, etc.
2. **Audit Log**: An audit log in English for those with auditing experience related strictly to seafood facilities within one or more of the categories. The audit log should go back 1-2 years depending on the amount of auditing experience but can go back as far as 3 years if necessary. The log must list the auditor's name, type of facility, products/species, whether or not the person was a lead auditor, sole auditor, part of a team, or an observer, and type of audit done and to what standard. For processing plant audits products should be listed where applicable in low and high-risk forms and their species (cooked, Ready to Eat, Raw, breaded, smoked, canned, marinated etc.). Where species can be both farmed and wild, specify which. (If there is no audit log or auditing experience, state that in the submittal)
3. **Degree(s):** Copy of related degree, if applicable.
4. **Other Education: IF you do not have a relevant degree** – submit at least 3 copies of certificates showing other education, see item no. 5 "other education" above.
   Please Note: Any reference to certifications in food safety schemes that do not specify the competency category, where appropriate, will not be accepted without documented evidence of the competency/category. For example, BRC and SQF certifications referenced on a CV/Resume require that such certificates be sent, and the category(ies) of approval included, in order to verify seafood is part of the scope.

Submittal to GSA

The GSA will review the above information from all candidates - those that have passed the CB screening and/or those applying directly as independents. The GSA will make the final decision as to approval for attendance.

- For auditor credential submittals, including CVs and audit logs, and payment submittal, please contact training@globalseafood.org

Your cooperation in providing highly qualified auditor candidates is truly appreciated. Please do not hesitate to contact the Global Seafood Alliance with any questions or concerns.