



POSITION ANNOUNCEMENT

Position Title: Hatchery Facilities Manager
Job Classification: Full-time \$38,000 to \$50,000 per year with benefits
Location: Carlsbad, CA

Program Description: The Sustainable Seafood Program at HSWRI conducts applied research to help develop responsible aquaculture practices for farming seafood. A keystone to this program is the operation of a 22,000 sf marine fish hatchery.

Job Summary: The Hatchery Facilities Manager (HFM) supports the Aquaculture Program by maintaining aquaculture facilities, systems and associated equipment at the Carlsbad Hatchery. The HFM will also assist in the design and construction of new systems, and will participate with other Team members in the 24-hr seawater monitoring and emergency response program as a primary responder. This is a management position with responsibility for supervising Maintenance Technician(s) in all maintenance activities. In this important support role, the HFM ensures that life support systems consistently operate at peak performance so that the Hatchery Managers can focus their attention on fish production. This position is expected to involve about 90% time at preventative and corrective maintenance duties, and 10% at new or upgrading systems.

Salary and Benefits Package: This position's salary range is \$38,000 to \$50,000 per year depending upon experience. We also offer a superior benefits package that includes: medical, dental, vision, paid holiday, vacation, and sick days, life insurance, short-term disability and long-term disability coverage, Flexible Spending Accounts, and 403(b) retirement plan.

Primary Duties:

- Establish a preventative maintenance schedule for all hatchery equipment (e.g. pumps, blowers, chillers, boilers, freezers); seawater systems (e.g. pigging, heat exchangers, electronic valves, filters); and vehicles and vessels.
- Repair and service all equipment as needed and arrange for repairs with outside vendors when appropriate.
- Perform other site maintenance as necessary to maintain good aesthetics, safety and biosecurity.
- Assist in the design and construction of new systems as directed.
- Supervise one or more Maintenance Technicians.
- Work with HSWRI's Facility & Safety Manager to ensure the hatchery is compliant with applicable regulations and a safe working environment.
- Record keeping:
 - Maintain accurate and orderly records of services, warranties, operating manuals and purchase orders for all equipment.
 - Maintain an adequate and orderly inventory of tools, construction, and plumbing supplies.
 - Maintain a written and electronic logbook of all maintenance activities
- Maintain emergency backup equipment for water and air circulation.
- Support equipment training and safety seminars with on and offsite Project and Facilities Manager(s).
- Support offsite aquaculture research projects and growout facilities as needed.
- Communicate all maintenance activities to aquaculture management staff routinely, including weekly management staff meetings.

- Serve as a lead in the 24-hr seawater monitoring and emergency response program.

Qualifications / Physical Requirements and Working Conditions:

- Responsible and hardworking individual with the ability to work both independently and as part of a team.
- Excellent written, verbal communication, organization and multi-tasking skills.
- Demonstrated experience and comprehensive knowledge of aquaculture life support systems including components of recirculating aquaculture systems (RAS).
- Excellent mechanical skills with a demonstrated background in basic electrical wiring (single-phase and three-phase), electric motor maintenance, HVAC, good carpentry and plumbing skills.
- Mobility to work in a hatchery building and outdoor setting, to use standard maintenance equipment, to use a personal computer, and to travel to the various sites within and away from southern California.
- Physical ability to lift 50 lbs and to work on ladders.
- Vision to read printed materials and a computer screen; hearing and speech to communicate effectively in person and over the telephone.
- California Driver's License or equivalent and acceptance by HSWRI insurance carrier to drive HSWRI vehicles.
- Ability to participate in the 24-hr seawater monitoring program with a response time not to exceed 40 min.
- Work periods may require long hours, weekends, holidays and overnight stays to accomplish assigned duties.

Preferred education:

Associate's Degree

Required experience:

Aquarium/Aquaculture Life Support Systems: 3 years

Facilities Maintenance: 3 years

Plumbing and Electrical: 2 years

HVAC: 1 year

Required license or certification:

Driver's License

At Hubbs-SeaWorld Research Institute, your base wage is only a portion of your overall compensation package. We are proud to offer a full benefits package, which may include:

- Health insurance benefits options, including medical, prescription, vision, dental, life, and short- and long-term disability.
- Flexible spending accounts for medical and dependent care expenses
- Retirement Plan options
- Paid time off for all regular FT team members (starting at 10 annual days each sick/vacation/holidays)
- Employee Assistance Program – Confidential professional counseling, financial, and legal assistance provided at no charge to Team Members and immediate family members

How to apply: Please send a completed application and resume in either Word or text format to hr@hswri.org. Hubbs-SeaWorld Research Institute is an Equal Opportunity Employer.