



# Position Announcement

**Position Title:** Senior Culture Technician  
**Job Classification:** Full time \$16-19 per hour plus benefits  
**Location:** San Diego, CA

**Job Summary:** Assist project leaders in successfully spawning and rearing marine fish for food and conservation. The Senior Culture Technician is responsible having a broad base of knowledge across all production sectors (e.g. spawning, larval rearing, live feeds, etc.) to be able to successfully execute those duties as needed, as well as to train support staff. Fish caretaking occurs daily year-round, so the ability to work weekends is required.

## Primary Duties:

1. Husbandry. Assist with the spawning and production of larval and juvenile marine fish, including required live feed production and allocation, fish health and water quality assessments. Assist in all other aspects of fish husbandry as needed.
2. Safety and Biosecurity. Help to ensure that all safety and biosecurity measures are being complied with and help in the development of new and improved procedures as appropriate.
3. Management. Coordinate scheduling with other managers in order to provide efficient and thorough labor across all production areas. Assist in the training and supervision of technical staff and volunteers.
4. Inventory tracking. As directed, maintain a current inventory of supplies and ensure that feed and feed supplies are stocked in a manner that promotes maximum freshness and quality.
5. System Design and Maintenance. Ensure that fish life support systems are fully operational at all times so that SOPs can be followed precisely. Assist in the maintenance of all rearing and life support systems and equipment. Identify and report problems as they occur.
6. Record Keeping and Reporting. Document all procedures and keep neat and accurate records of all husbandry activities; develop and update written protocols; assist with reporting needs as appropriate.
7. Other. Participate in the 24hr seawater monitoring program on an on-call rotational schedule.

## Qualifications / Physical Requirements and Working Conditions:

- College level degree in Aquaculture or related field.
- Minimum three years of aquaculture/aquarium experience.
- Physical ability to team lift and carry up to 50lbs.
- Hardworking individual with the ability to work both independently and as part of a team.

- Vision to read printed materials and a computer screen; hearing and speech to communicate effectively in person and over the telephone.
  - Mobility to work in indoor (hatchery and research laboratory) and outdoor settings, to use standard maintenance equipment, to use a computer, and to travel to various sites within and away from southern California.
  - Dynamic, highly motivated, team player with effective managerial, organizational and communication (both written and oral) skills.
  - Experience collecting, recording, analyzing and reporting data independently and reliably.
  - Experience with MS Windows OS, MS Office Suite (Word, Excel, Access, and PowerPoint).
  - California Driver's License or equivalent and acceptance by HSWRI Insurance carrier to drive HSWRI vehicles.
  - Work periods may require long hours, weekends, and overnight stays to accomplish the assigned duties.
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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](mailto:hr@hswri.org). Hubbs-SeaWorld Research Institute is an Equal Opportunity Employer.