



POSITION ANNOUNCEMENT

Position Title: Assistant Hatchery Manager
Location: Carlsbad, CA
Salary: \$26-\$29 per hour (**plus** benefits) depending on experience

Project Description: The Ocean Resources Enhancement and Hatchery Program (OREHP) is administered by the California Department of Fish and Wildlife (CDFW) and spearheaded by scientists from HSWRI. The purpose of the OREHP is to determine the feasibility of replenishing depleted marine fisheries through stocking of cultured fish. Currently, the white seabass (*Atractoscion nobilis*) is the primary species being investigated.

Job Summary: The Assistant Hatchery Manager functions as the Hatchery Manager in the absence of the Hatchery Manager. In tandem with the Hatchery Manager, the Assistant Hatchery Manager is responsible for overseeing and coordinating all aspects of personnel management and fish husbandry at the hatchery leading to an efficient rearing program.

- Manage all aspects of fish production, including but not limited to: broodstock collection, holding and spawning; live food production and feeding; larval and juvenile fish production; general fish husbandry including cleaning; feeding and application of treatments; quantification of growth and survival; support of HSWRI and volunteer-based growout cages.
- Manage hatchery employees including hiring, training, scheduling, supervising, and evaluating.
- Interact with HSWRI veterinarians to maintain good health management and biosecurity practices, including a sound program for water quality monitoring.
- Interact with the HSWRI safety officer to implement a sound employee safety program.
- Ensure that all systems are properly maintained and monitored at all times.
- Help design systems as appropriate.
- Act as a primary respondent in the 24hr life-support monitoring program, and must live within 30 minutes (25 miles) of the Hatchery.
- Must be able to regularly work weekends and potentially odd hours.
- Ensure that accurate records are kept, and protocols are updated regularly.
- Assist with all facility reporting requirements as needed.

Required Experience and Working Conditions:

- Minimum education: AA in the Sciences field (BS/BA preferred) and at least four years demonstrated experience and successful rearing finfish at a managerial level and on a commercial scale.
- Hatchery experience should include all aspects of rearing finfish including producing live feeds, spawning adults, and rearing larvae and juveniles.
- Knowledge of recirculation system components and operations, with an ability to design, build and troubleshoot these systems.
- Dynamic, highly motivated fish culturist with excellent management skills and willingness to work long hours as needed.
- Responsible and 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
- Good written and verbal communication skills, including the use of standard word processing and spreadsheet software programs.
- Good physical health with the ability to lift objects over 50lbs.
- Outdoors (hatchery building and grounds) 90% of the time. Hatchery building is a damp environment. Indoor activities (10%) include office work.
- Requires a valid California driving license, reliable personal vehicle, and insurability to drive a HSWRI vehicle.
- Other training and experience in safety, SCUBA and science will be considered favorably.

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

Hubbs-SeaWorld Research Institute is an Equal Opportunity Employer.

How to apply: Please send a completed application and resume in either Word or text format to hr@hswri.org.