



## POSITION ANNOUNCEMENT

**Position Title:** Hatchery Manager  
**Location:** Carlsbad, CA  
**Salary:** \$60,000 to \$75,000 per year **plus** benefits

**Description:** HSWRI operates the only full scale Hatchery for marine fish on the west coast of the US. The Hatchery is used primarily to produce fish for the Ocean Resources Enhancement and Hatchery Program (OREHP), which is administered by the California Department of Fish and Wildlife. The purpose of the OREHP is to determine the feasibility of replenishing depleted marine fisheries through stocking of cultured fish. As part of the OREHP, HSWRI is responsible for tagging and transporting fish offsite to one of 10 growout facilities operating throughout southern California. Here the fish are fed and allowed to grow to a larger size prior to release. In addition to the release program, other synergistic research is conducted on native species of aquatic plants and animals.

**Job Summary:** The Hatchery Manager is responsible for overseeing and coordinating all aspects of operations at the Hatchery, including personnel, fish husbandry, system maintenance, etc. He/she reports directly to the Director of Fisheries Replenishment Operations.

- 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.
- Manage hatchery employees including hiring, training, scheduling, supervising, and evaluating.
- Work with the HSWRI Growout Coordinator to deliver and release fish and promote proper husbandry practices by volunteers.
- 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 and fabricate systems as appropriate.
- Ensure that accurate records are kept, and protocols are updated regularly.
- Assist with all facility reporting requirements as needed.



- Support research projects as they are developed.
- Must be able to regularly work weekends and potentially odd hours.
- Must live within 30 minutes (25 miles) of the Hatchery and act as a primary respondent in the 24hr life-support monitoring program.

### **Required Skills/Experience**

- Minimum education: BS/BA in Sciences field; or AA in the Sciences field. At least six years demonstrated experience and success rearing finfish at a managerial level and on a commercial scale.
- Hatchery experience to 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.
- Outstanding 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.
- 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.

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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

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](mailto:hr@hswri.org).