



**HUBBS**  
SEAWORLD  
RESEARCH  
INSTITUTE

## Position Announcement

**Position Title:** Marine Invertebrate Research Hatchery Manager  
**Location:** San Diego, CA  
**Salary:** \$55,000 to \$72,000 per year plus benefits

**Description:** HSWRI is developing a new aquaculture research program to begin to investigate the feasibility of propagating native and established species of invertebrates to support growth and success of our regional aquaculture industry. The emphasis is on low trophic level organisms that can be grown in monoculture or in integrated multi-trophic aquaculture systems. The project will involve acquiring broodstock animals, conditioning and spawning, and larval rearing to viable seed stage. Initial target invertebrates are shellfish and echinoderms. Work will be done on a research scale as proof of concept.

**Job Summary:** The Invertebrate Hatchery Manager is responsible for overseeing and coordinating all aspects of operations at the pilot Hatchery, including a small team of personnel, animal husbandry, system maintenance, etc.

- Manage all aspects of invertebrate production, including but not limited to: broodstock collection, holding and spawning; microalgae production and feeding; larval production; general invertebrate husbandry including cleaning, feeding, and application of treatments; quantification of growth and survival.
- Manage hatchery employees including: hiring, training, scheduling, supervising, and evaluating.
- Interact with HSWRI veterinarian to maintain good health management and biosecurity practices, including a sound program for water quality monitoring.
- Interact with 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.
- Act as a primary respondent in the 24hr life-support monitoring program (live within 30 minutes' response time of the laboratory)

### **Qualifications/Physical Requirements/Working Conditions:**

- AA in Sciences field (BS/BA preferred) with minimum of three years demonstrated experience and successful rearing of invertebrates at a managerial level
- Hatchery experience to include all aspects of rearing invertebrates including producing microalgae, spawning adults, and rearing larvae
- Knowledge of recirculation/aquarium system components and operations, with an ability to design, build and troubleshoot these systems
- Experience with water quality testing of seawater

- Dynamic, highly motivated invertebrate culturist with excellent management skills
- Responsible, 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
- Outstanding written and verbal communication skills, including the use of standard word processing and spreadsheet software programs
- Current driver's license and insurability to drive HSWRI vehicles
- Physical ability to team lift and carry up to 50lbs
- Additional training and experience in safety, SCUBA, and science 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/12 holidays)
- Employee Assistance Program – Confidential professional counseling, financial, and legal assistance provided at no charge to Team Members and immediate family members

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