



Position Announcement

Position Title:	Senior Lead Technician
Job Classification:	Full-time/Non-exempt
Salary:	\$22-\$25 per hour, plus benefits
Location:	Carlsbad, CA

Job Summary: Assist Project leaders in successfully rearing, tagging and releasing white seabass annually. The Senior Lead Technician is responsible for providing high quality culture of larval and juvenile fish for all production and research aspects of the Program. This is a tertiary level management position with responsibility for a specific culture area and potential supervisory responsibility for one or more technical staff.

Primary Duties:

1. Husbandry. Working closely with hatchery management, provide supervision on the production of larval and juvenile marine fish, including required feed production and allocation, fish health and water quality assessments as it relates to fish production in rearing systems. 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 hatchery management in order to provide efficient and thorough labor across all production areas. Assist in the training and supervision of technical staff as directed.
4. Inventory tracking. As directed, maintain a current inventory of supplies to support a production area 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 the rearing 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. Laboratory management. Lead water quality laboratory analyses, documentation, and communicate results to hatchery management. Order and maintain inventory of lab supplies and chemicals. Coordinate calibration of lab equipment weekly.
8. Other. Stay current with latest technologies related to marine fish culture. Assist with research experiments as directed. Ensure that all safety and biosecurity measures are being complied with and help in the development of new and improved procedures as appropriate. Participate in the 24hr seawater monitoring program on an on-call rotational schedule.

Qualifications:

- College level degree in related Aquaculture field.
- Previous aquaculture experience.
- Dynamic, highly motivated, team player with effective managerial, organizational, and communication (both written and oral) skills.
- Must be able to demonstrate experience collecting, recording, analyzing and

- reporting data independently and reliably.
- Experience with MS Windows OS, MS Office Suite (Word, Excel, Access, and PowerPoint) required.

Physical Requirements and Working Conditions:

- Physical ability to team lift and carry up to 50lbs.
- Able 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 with accommodation.
- Must possess mobility to work in indoor (hatchery and research laboratory) and outdoor settings, to use standard maintenance equipment, to use a computer, to use electronic tagging equipment, and to travel to various sites within and away from southern California.
- Work areas may include wet and windy environments subject to weather exposure.
- Indoor activities include office work and bench laboratory work.
- Must be able to regularly work weekends and potentially odd hours and holidays.
- Must possess and maintain a valid driving license and insurability to drive an HSWRI vehicle.
- Support a diverse, equitable, and inclusive work environment where all staff, volunteers, and guests are respected and valued.
- Must be authorized to work in the United States.

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

Hubbs-SeaWorld Research Institute is committed to a diverse, equitable, and inclusive work environment where all trustees, staff, volunteers, collaborators and guests feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, or education. We're committed to being nondiscriminatory and providing equal opportunities for employment, volunteering, representation, and advancement in all areas of our work.

How to apply: Please send a cover letter and resume to hr@hswri.org.