



Position Announcement

Position Title:	Assistant Growout Facility Coordinator
Job Classification:	Full-time; non-exempt
Salary:	\$20-24 per hour, plus benefits
Location:	Carlsbad, CA

Description: HSWRI operates a marine fish hatchery that produces fish for the Ocean Resources Enhancement and Hatchery Program (OREHP), which the California Department of Fish and Wildlife administers. 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 to growout facilities operating throughout southern California. Here the fish are grown to a larger size prior to release.

Job Summary: Assist the Growout Coordinator in successfully rearing, tagging, transporting and releasing tens of thousands of hatchery-reared white seabass yearly. The Assistant Growout Coordinator works under the supervision of the Growout Coordinator (GC) to ensure the tagging & growout phase of OREHP is conducted in an efficient and responsible manner. Participates in HSWRI SCUBA diving activities involving the inspection and maintenance of HSWRI subsurface equipment and structures (e.g. seawater intake structures and nets). May assist with research experiments conducted at HSWRI net pens and broodstock collection; and public outreach by communicating program information directly at meetings and club-sponsored events, and remotely by phone, email, newsletters and websites.

Responsibilities/Job Duties Include:

- **Husbandry.** Assist GC in routine growout cage site visits to ensure fish maintained at growout facilities (currently ten growout facilities in southern California) are cared for properly and that facilities are kept supplied with feed. Responsible for assisting with transport and delivery of fish to the facilities and helping to coordinate releases. Assist with other husbandry activities as appropriate, including fish health treatments at growout facilities; tagging fish using coded wire tags at the hatchery; site maintenance and husbandry operations at the HSWRI growout pen in Agua Hedionda Lagoon.
- **Safety and Biosecurity.** Observe all safety and biosecurity measures outlined and help in the development of new and improved procedures as appropriate.
- **Management.** Assist with training and scheduling hatchery coworkers and non-staff members who are involved in transporting fish or other activities associated with the growout facilities and tagging operations. As assigned, assist with the coordination of semi-annual growout meetings with volunteers.
- **System Design and Maintenance.** Perform routine site visits to assess growout site maintenance needs. Maintain an inventory list of nets for all growout facilities and support replacement as needed. Coordinate and assist in the surface and subsurface maintenance of all growout facilities owned and operated by HSWRI and assist with other facilities to the extent possible. Assist with designing new growout systems or improving the design of established ones.
- **Record Keeping and Reporting.** Assist in maintaining neat and accurate records of all husbandry activities (e.g. feeding, cleaning, water quality, tagging, etc.). Assist GC with confirming that the growout facility operators are regularly collecting all necessary data and that it is being reported to HSWRI. Contribute to reports and proposals as needed.

- Other. Assist with purchase of equipment and supplies for the volunteers as needed. Operate watercraft in embayments and open ocean environments and assist with field related studies as needed. Good written and verbal communication skills, including the use of standard word processing, spreadsheet, and database software programs.

Qualifications:

- Experience with aquaculture and/or cage farming of marine finfish strongly preferred.
- Basic SCUBA certification is required; advanced training with experience in scientific diving is preferred.
- California Driver's License or equivalent is required and acceptance by HSWRI Insurance carrier to drive HSWRI vehicles. This position will occasionally require driving 300-500 miles round-trip, with greater frequency in the peak of the production season including trailering live fish in tanks.
- Demonstrated experience with towing trailers, up to 10,000 lbs, preferred.
- Dynamic, highly motivated with excellent organizational and time management skills and willingness to work long hours as needed.

Physical Requirements and Working Conditions:

- Must have the ability to occasionally, safely lift and carry at least 75 pounds.
- Must have the ability to work outdoors and in semi-protected areas (Carlsbad hatchery building and grounds, Catalina Island net pen, coastal embayments and near shore ocean waters, and designated research vessels) 75% of the time. Indoor activities (25%) include data entry and office work.
- Hardworking individual with the ability to work both independently and as part of a team using standard maintenance equipment, computers and electronic tagging equipment.
- Vision to read printed materials and a computer screen; hearing and speech to communicate effectively in person and over the telephone.
- Work periods may require long hours, weekends, and overnight stays to accomplish the assigned duties.

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 completed application and resume in either Word or text format to hr@hswri.org.