

Position	Assistant Hatchery Manager
Facility	Leon Raymond Hubbard Jr. Marine Fish Hatchery
Location	Carlsbad, CA
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.
Essential Functions	<ul style="list-style-type: none"> • 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; coordination and support of volunteer-based growout cages. • Manage hatchery employees including hiring, training, scheduling, supervising, and evaluating. • Interact with various growout cage operators to deliver and release fish and assure 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 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.
Other Duties and Responsibilities	
Knowledge, Skills and Abilities	<ul style="list-style-type: none"> • 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. • Good written and verbal communication skills, including the use of standard word processing and spreadsheet software programs. • Other training and experience in safety, SCUBA and science will be considered favorably.
Education & Experienced Required	Minimum education: BS/BA in Sciences field; or AA in the Sciences field. At least four years demonstrated experience and success rearing finfish at a managerial level and on a commercial scale.
Licenses and Certifications Required	Requires a valid California driving license, reliable personal vehicle, and insurability to drive a HSWRI vehicle.
Physical Requirements	Good physical health with the ability to lift objects over 50lbs.
Working Conditions	Working hatchery

Salary

\$40,000 to \$50,000 per year plus benefits 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

Respond To

hr@hswri.org

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