



Hatchery Manager Position Description

[Puget Sound Restoration Fund](#) (PSRF) works to restore abundant marine resources and our connections to them through a diverse portfolio of in-the-water projects throughout Puget Sound. The main focus of our restoration is living marine habitat and species, using structure forming species (Olympia oysters, bull kelp) and habitat enhancing species (pinto abalone). Long-term, we work to restore and maintain a healthy marine system that feeds and sustains us all. Our team works to advance our mission of designing, testing and spearheading in-water actions to restore Puget Sound's marine habitats, species, and waters – for people and place.

PSRF is seeking a hatchery manager to join our team at the [Kenneth K. Chew Center for Research and Restoration](#) (Chew Center) that we operate at NOAA's Manchester Research Station on the Kitsap Peninsula, Washington. The hatchery manager will be responsible for PSRF's operation of the Chew Center - a critical foundation of the many research and restoration efforts underway at PSRF. The Chew Center consists of the following facilities: hatchery, nursery, greenhouse, kelp lab, floating upwelling system (FLUPSY), ocean acidification treatment system, and the Clam Bay intertidal nursery. At the Chew Center, the hatchery manager will keep these systems functioning at a high level while working to create a hardworking, fun and collaborative atmosphere to grow Olympia oysters, pinto abalone, and kelp for research and restoration throughout Puget Sound.

The successful candidate will be committed to marine restoration, be highly motivated by working in an aquaculture production setting, have substantial experience maintaining equipment and facilities, and have strong communication and supervisory skills. They will be responsible for direct supervision (or co-supervision) of PSRF technicians and interns based at the Chew Center. The work environment at the Chew Center is such that the hatchery manager should expect to work outside year-round for a portion of each day, be able to lift 50 pounds, work competently with power tools and other hatchery equipment, climb step stools and ladders, work in cramped spaces with wet, uneven flooring and sustain moderate noise levels. The hatchery manager is required to adhere to all NOAA on-site protocols related to COVID safety; the Chew Center is a smoke and drug-free station. PSRF is a team environment, and they will have support across PSRF staff to ensure tasks are successfully accomplished.

This is a full-time, salaried position; salary range is \$75,000-\$80,000, commensurate with qualifications and experience. The hatchery manager will receive PSRF's suite of competitive benefits. The location of the position is at the Chew Center, with period travel to meetings at the PSRF main office on Bainbridge Island (8001 Day Road West, Ste. B, Bainbridge Island, WA), and to other meetings and field sites throughout Puget Sound, as needed.

Responsibilities

- Manage and maintain facilities and operational systems [40%], including:
 - Coordination and participation in cleaning, repair, and replacement of all components of water treatment system and plumbing (e.g., filters, pumps, heaters, heat exchangers), and water quality monitoring systems within the Chew Center
 - Coordination and participation in maintaining infrastructure associated with Chew Center facilities (e.g. hatchery and nursery buildings, greenhouse, kelp lab, warehouse)
 - Maintain/repair electrical systems (via hiring certified electricians)
 - Maintain/repair structural systems
 - Lead, co-lead or train others on construction and on-going maintenance of animal, microalgal and macroalgal culture systems

- Supervise PSRF hatchery technicians and interns, including Washington Conservation Corps and Veterans Conservation Corps positions [15%]:
 - Conduct regular one on one check-ins with technicians and interns
 - Coordinate staffing needs and skill sets with other PSRF program leads
 - Review and approve staff time sheets
- Coordination and communication with Chew Center partners [20%]
 - Lead coordination of scheduling and allocation of space, equipment and facilities with NOAA staff, and Pacific Hybreed, and PSRF program leads, for research projects at the Chew Center and in other shared spaces at the Station
 - Serve as primary liaison with NOAA for administrative processes associated with facility access (e.g., CRADA amendments, securing CACs, onboarding/offboarding staff, arranging access for visitors).
 - Coordinate and lead monthly Chew Center meetings, attended by PSRF, NOAA, Pacific Hybreed and Washington Department of Fish and Wildlife (WDFW)
 - Coordinate and submit WDFW quarterly reports
 - Help coordinate and lead hatchery tours for visiting groups and volunteers
- Provide support for production of Olympia oysters, pinto abalone, bull kelp, and microalgae [20%] upon request from program leads, including:
 - General maintenance of broodstock, larval, and juvenile culture systems
 - Collection and return of Olympia oyster broodstock, production and transfer of oysters for outplanting, and husbandry and inventory of oysters at the FLUPSY and Clam Bay nursery
 - Pinto abalone spawning and husbandry
 - Maintenance of bull kelp seed bank, assistance with kelp sporulation and propagation
 - Support for production and distribution of harvest scale quantities of microalgae through both bag continuous culture systems and batch culture systems
 - Coordinate disease testing and transfer permits for seed transfers of Olympia oysters and other native shellfish species (except pinto abalone)
- Episodic participation in fieldwork, which includes hiking on rocky beaches and mudflats and frequent heavy lifting. Fieldwork occurs year-round, in all weather conditions, at different times during the day and night so as to coincide with low tides. [5%]

Requirements

- 4 years of experience, or Bachelor's degree (or equivalent combination of education and experience) showing evidence of ability to perform stated responsibilities
- Willingness to work a 5-day week that includes one weekend day (i.e., Tuesday-Saturday or Sunday-Thursday), and intermittent late-night and holiday shifts, including overtime on short notice to meet operational needs
- Experience with hatchery operations, including carpentry, plumbing and electrical experience
- Experience with aquatic organism care or culture, laboratory equipment maintenance, and/or marine aquaculture
- Ability to supervise individuals and lead a team, and contribute to the development of an inclusive and accessible working environment
- Ability to prepare written communications and perform data recording/entry
- Interest in marine ecosystems, environmental restoration and conservation
- At least 21 years old and have proof of COVID-19 vaccination

PSRF recognizes that people build skills through all sorts of experiences, and welcome applicants with a wide variety of backgrounds. We warmly welcome candidates from backgrounds that are underrepresented in marine science and restoration to apply. We seek to create an inclusive and equitable work environment at PSRF and in our work with partners, and are committed to supporting and retaining staff. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, protected veteran or disabled status, or genetic information.

To apply

Please email a resume, cover letter and names of 3 references to Jodie Toft (jodie@restorationfund.org). We will begin reviewing applications on January 16th, 2023, and will keep the position open until filled.