



Farmory Hatchery Technician Position Description

Looking to put your aquaculture skills to work for you and your community? The Farmory is a unique social enterprise located in Green Bay, Wisconsin. We are looking for the right individual to join our team as a Hatchery Technician for our indoor RAS system. Our species of choice is yellow perch, and our collaboration with UW Green Bay and other community partners is working to bring this species into cultivation and seed the next generation of aquaculture and aquaponic farms in Wisconsin and beyond.

The hatchery technician will help operate our indoor controlled environment recirculating aquaculture system. This individual will be responsible for maintaining a 10,000 gallon Yellow Perch RAS that includes broodstock, larval and juvenile systems. Additional water will be added as our experience and capacity increases, allowing room for advancement for the technician position. A well qualified candidate will be a confident team leader that can guide farmers that do not necessarily have aquaculture experience.

This is a full time position with benefits. The work will be performed in concert with Farmory staff members and in consultation with our hatchery Science Advisor.

Plan the Project

Support the Hatchery Committee by coordinating committee meetings, preparing agendas and minutes, and researching and drafting policy documents as directed.

Support the Hatchery Committee to identify system needs, production planning cycles, and market opportunities as identified in the strategic plan.

Implement the annual operating work plan to successfully meet production goals.

Support the Hatchery Committee in identifying outcomes and measures upon which the hatchery project will be evaluated.

Provide Team Leadership

Lead and build Hatchery Team to accomplish organizational goals and hatchery objectives.

Create and maintain a positive workplace culture that promotes continuous learning, a commitment to inclusion, and sustainability principals.

Ensure that all Hatchery Volunteers receive appropriate training and on Hatchery Standard Operating Procedures, as well as ongoing coaching and support so they may excel in their role.

Support the Hatchery Project

- Develop forms and records to document project activities and ensure that all project information is appropriately documented and secured.
- Review and revise Hatchery Standard Operating Procedures as needed.

- Receive and approve requests for tours of the hatchery, speaking engagements, interviews, events, etc.
- Establish a communication schedule to update stakeholders on progress.
- Review production goals with Farmory staff and board to ensure work is meeting standards and expectations.
- Monitor project expenses relative to development budget, report variances.
- Monitor and order supplies as needed.
- Coordinate with Farmory staff on invoice processing and check requests.
- Daily care and cleaning of all fish culture areas, monitoring of water quality parameters, and maintenance of hatchery biosecurity
- Hatching, enumerating, enriching and feeding Artemia for larval rearing
- Measurement and enumeration of perch larvae and perch fingerlings
- Manage care and feeding of yellow perch fingerlings.
- In consultation with fisheries science advisor(s), manage broodstock to produce off-season spawning of yellow perch.
- In consultation with fisheries science advisor(s), improve methods to hatch yellow perch egg skeins.
- In consultation with fisheries science advisor(s), improve methods to rear yellow perch larvae to weaning.

Minimum Qualifications

- Associates degree in relevant field OR two years experience in RAS facility.
- Ability to lift up to 40 pounds.
- Ability to work irregular hours, occasionally on weekends and evenings.
- Direct experience monitoring and feeding fish.
- Able to take direction and ownership of delegated tasks.
- Comfortable with handling fish, live feeds, agricultural materials, and getting dirty.
- Physically fit and able, reliable, detail-oriented, organized, hard-working, self-motivated.
- Strong interpersonal and communication skills, and can work effectively as part of a team.
- Maintain high standards of hygiene to promote food safety.
- Maintain a reliable form of transportation to and from the farm.
- Proficiency with computer programs such as Microsoft Office Suite to maintain growth charts, log water chemistry, and track feed consumption.
- Authorized to work in USA.

Well qualified candidates will have:

- Direct experience in production and use of live feeds for larval fishes, as well as experience with altricial fish larvae.
- Experience with research methods at a University level.
- Experience managing or working with volunteers is a plus.
- Experience in a commercial or nonprofit work environment.

- A willingness to work with diverse populations including those who may be intellectually or physically disabled, veterans, children, ESL speakers, etc.

Benefits:

- Competitive wage and benefits package.
- Professional development opportunities.
- Housing may be available.
- Vacation, sick and paid holidays.
- A unique community development organization and a challenging position with room to grow.

For more information about The Farmory please go to our website www.Farmory.org or on Facebook at www.facebook.com/Farmory.

To apply, please send the following documents to Claire Thompson claire@nwgreenbay.org.

1. A cover letter stating why this position is a good fit for you
2. A resume
3. Three references

A review of well qualified candidates will begin on December 1st and will continue until the position is filled. Position may begin as early as January 1, 2020.