



Monterey Bay Salmon & Trout Project (MBSTP) Position Description

Position Title: Hatchery Manager

Reports To: MBSTP Board of Directors

Supervises: Full-time Fish Culturist, Facilities Contractors, Part-Time Hatchery workers, student interns, and volunteers

Position Classification: Salaried Exempt

Starting Salary: \$75,000/yr.

Housing Provided: No

Anticipated State Date: ASAP (no later than May 1, 2022)

Summary:

The MBSTP Hatchery Manager is responsible for the daily operation and oversight of the Kingfisher Flat Conservation Hatchery (KFH) located on Big Creek in Davenport, California. The hatchery serves as the primary rearing facility for the Central California Coast Coho Salmon Captive Broodfish Program, and is the planned location of spawning & egg incubation for MBSTP's future San Lorenzo River Steelhead Recovery Program. The primary task of the Hatchery Manager position is the executive and proactive management and oversight of MBSTP's captive rearing, spawning, and incubation programs by maximizing fish production and optimal genetic quality while ensuring the safety of personnel & volunteers.

Working Conditions:

- Working indoors & outdoors, primarily at the Kingfisher Flat Hatchery facility.
- Working in inclement weather- cold, rain, winds, post-fire conditions, natural disasters.
- Isolated worksite with limited internet/cell communication.
- Physical labor; long periods of immersion in cold water, climbing in and out of circular tanks, walking over uneven or unstable terrain, heavy lifting up to 50lbs.
- Operation of MSBTP-owned 4WD vehicles and ATV
- Use of portable power equipment, tools, machinery, and construction materials.
- Handling and exposure to chemical cleaning agents, solvents, gasoline, and common aquaculture chemicals & disinfectants.
- Must secure and maintain residency within 30 to 40-minute commute to KFH

Minimum Qualifications:

Knowledge, Skills, & Abilities

- Hands-on experience in the field of fish culture (experience with salmonids and hand spawning preferred)
- Familiarity with salmonid fish pathogens; recognition of symptoms, treatment calculations and protocols and preemptive management strategies and preventative measures.
- Familiarity with basic scientific principles and laboratory techniques, ability to analyze and resolve fish rearing/health issues.
- Knowledge of hatchery data management (on-paper and digital), summation and reporting. Excellent verbal and written communication skills.
- Knowledge and efficient use of Microsoft Excel and Word. Familiarity with social media platforms a plus.
- Proper calibration and operation of common lab and other scientific instruments.
- Ability to safely handle, store, and dispose of hazardous materials.
- Familiarity with NOAA/NMFS & CDFW agency policies, organization, and regulations.
- Ability to recognize and correct safety hazards, and quickly respond to, marshal appropriate resources and correct emergency situations that may imperil hatchery production.
- Ability to communicate and coordinate, train, and direct volunteers and agency personnel in a professional and courteous manner.
- Knowledge of plumbing, water filtration, and conveyance/diversion, fish requirements for flow, DO levels, water chemistry, temperature, turbidity.
- Knowledge of electrical and mechanical maintenance and techniques.

Education & Experience

- Bachelor's Degree in Fisheries Biology, Aquaculture, or equivalent field from an accredited university, and some fish culture experience.
- Five years of professional experience working at a hatchery or aquaculture facility in a managerial position.
- Fish Health Specialist certification from the American Fisheries Society is desirable
- Experience working with state and federally-listed species (threatened/endangered) is a plus
- Possession and continued maintenance of a valid CA Driver's License, and a safe driving record
- Application for, and continued maintenance of a CDFW Scientific Collection Permit is required

Essential Functions:

- Complete lifecycle rearing (egg incubation → spawning) of coho and steelhead. Monitors egg and fish production – determines and performs regular development tracking and growth checks, fish inventories and adjustments, biomass reductions, re-inventories, transfers and releases. Use ultrasound scanning technology to determine development and ripening of adult coho and steelhead. Leads spawning crew to remove and collect eggs and sperm to ensure viable, uncontaminated gametes and works with NOAA Captive Coho Broodfish Coordinator and Geneticist to ensure genetic variability, combines eggs and sperm, loads fertilized gametes into on-site incubation devices or packages and transports eggs and sperm in specialized containers, if necessary.
- Supervision of KFH Fish Culturist, MBSTP hatchery volunteers, MBSTP Facility Managers and student interns. Determines and delegates appropriate daily tasks and assignments to subordinate staff ensuring efficiency and thoroughness in their completion. In coordination with MBSTP Executive Director and Board Chair, conducts performance evaluations and implements corrective measures and/or performance improvement plans, if necessary.
- Routinely inspects and maintains in working order, all hatchery intake ingestion points and water conveyance systems to Kingfisher Flat Hatchery and conveyance systems within the facility. Also inspects and maintains in working order, secondary and tertiary support systems that provide supplemental aeration and/or limited water re-use during seasonal low flow periods or drought conditions.
- Identification and treatment of fish pathogens, enactment of preventative and implementation of chemotherapeutic measures, when needed. Consults with and schedules fish pathogen screenings with CDFW Fish Pathologists.
- Monitoring, management, and recording of water quality, rearing environment, fish growth–Projects and monitors fish growth/feed requirements. Orders feed of appropriate size and diet and maintains sufficient inventory to ensure uninterrupted supply during administration of feed program.
- In coordination with Executive Director, leads fish tagging/marking (CWT, disc) of broodfish and release cohorts.
- Assists with planning, implementation and completion for off-site fish release operations and broodfish transfers to partner-agency facilities. Ensures that all equipment and vehicles necessary for transport of fish are in a constant state of readiness.
- Ensures compliance with Big Creek Timber land use agreement; manages MBSTP's HazMat, Adverse Weather and Emergency Plan, Biohazard and Safety Plans, ensures

MSDS are accessible and current, performing regular safety inspections/implementing corrective actions to remain in compliance with federal and state OSHA requirements, reviewing all tasks for safety issues and requirements prior to starting work.

- Maintains hatchery data (hard copy and digital-format using contemporary word processing and spreadsheet programs) Prepares for MBSTP Executive Director's/Board Chair's review, approval and signature, permit-mandated hatchery operations documents such as Monthly Activity Reports, Annual Production Activity Reports (CDFW/NOAA), and contract compliance evaluations for in-house, regulatory and outside funding agencies. Prepares other documents and reports requested by partner agencies.
- Ensures that necessary and vital equipment of the hatchery are kept in good and safe working condition and order (i.e., pumps and motors, portable powered equipment, hand and power tools, vehicles, alarms, generators, PPE)
- Ensures that facility buildings & grounds are kept in good and safe working condition and order. Works with Facility Managers to make improvements and address routine maintenance or repairs needed.
- Anticipates equipment, personnel and material needs and proactively orders/procures supplies (fish food, chemicals, etc.) sufficient for meeting hatchery goals and operations. Works with Executive Director to ensure appropriate staffing of hatchery-related activities, events, and projects.
- Keeps MBSTP Executive Director and Board of Directors updated and well-informed on production issues that may lead to fish health concerns or program shortfall. Leads others at the facility in collecting, sampling and reporting all pertinent data required by MBSTP or agency partners, ensuring accuracy and timeliness.
- Manages and maintains business credit card expense account.
- May assist MBSTP Executive Director with community engagement/outreach in support of the MBSTP mission (public events/functions, news interviews, meetings, etc.)

If interested, please send your resume/CV and a cover letter to: director@mbstp.org no later than March 31, 2022. Please include "HM Job Application" in the subject line of your email.