



SHELLFISH PRODUCTION TECHNICIAN

Downeast Institute - 39 Wildflower Ln Beals, ME 04611

Beals, Maine | Full-time, year-round | Starting wage: \$20.00/hour

Employer-paid health insurance | Retirement account match | Paid time off

About Downeast Institute

Downeast Institute for Applied Marine Research and Education is a nonprofit marine research and education organization located on Great Wass Island in Beals, Maine. Our work brings together applied marine research, shellfish aquaculture, education, and partnerships with commercial fishermen and aquaculture growers to strengthen Maine's coastal communities and marine economy. Our shellfish hatchery supports both research and commercial aquaculture, providing an environment where science and production work side by side.

About the Position

Downeast Institute is seeking a motivated and dependable Shellfish Production Technician to join our hatchery and research team. This hands-on position offers experience across nearly every aspect of shellfish aquaculture - from broodstock conditioning and spawning through larval rearing, nursery production, field grow-out, and delivery of seed to commercial farms.

Working alongside our hatchery and research teams, the technician will contribute to commercial shellfish production and applied research addressing real-world challenges facing Maine's aquaculture industry. This position is well suited for someone interested in building a career in aquaculture or marine science while developing a broad range of technical skills.

Primary Responsibilities

- Assist with commercial and research-scale production of shellfish seed, including broodstock conditioning, spawning, larval culture, settlement, and juvenile rearing.
- Produce and maintain microalgae cultures used to support hatchery production.
- Clean, sanitize, operate, and maintain hatchery equipment and production systems.
- Receive, track, prepare, and fulfill shellfish seed orders for commercial aquaculture customers.
- Collect and maintain accurate production and research data.
- Assist scientists and research staff with laboratory and field-based research.
- Participate in nursery, grow-out, demonstration farm, and other field operations.
- Assist with the supervision and mentoring of undergraduate students, interns, and seasonal personnel.
- Conduct facility tours and interact with students, visitors, aquaculture producers, and members of the public.
- Participate in project planning and other activities supporting Downeast Institute's hatchery, research, and organizational goals.

Qualifications

A bachelor's degree in marine biology, aquaculture, marine ecology, zoology, fisheries, or a related field, or an equivalent combination of education and relevant hands-on experience, is preferred. Candidates with experience in aquaculture, commercial fisheries, hatcheries, laboratories, marine fieldwork, or related areas are encouraged to apply.

- Reliability, initiative, curiosity, and strong attention to detail.

- An interest in shellfish aquaculture, marine science, and applied research.
- Ability to work independently and collaboratively as part of a team.
- Strong organizational, communication, and recordkeeping skills.
- Basic computer proficiency and the ability to accurately collect and manage data.
- Willingness to learn new skills and perform a variety of hatchery, laboratory, and field tasks.
- Ability to adapt to changing priorities associated with biological systems, research, and commercial production.
- A valid driver's license.

Previous shellfish hatchery experience is valuable but not required for candidates who demonstrate a strong willingness to learn.

Schedule & Physical Requirements

This is a full-time, year-round position. Most work occurs during regular daytime hours; however, biological systems and hatchery production sometimes require attention outside of a traditional work schedule. Occasional early mornings, evenings, weekends, or adjusted schedules may be necessary.

The position involves physically active work in hatchery, laboratory, and outdoor environments throughout the year. Candidates must be able to lift and carry up to 50 pounds, work for extended periods while standing, travel to field locations, and safely work in intertidal environments, including mudflats and other wet or uneven terrain.

Compensation & Benefits

The position has a starting wage of \$20.00 per hour. Downeast Institute provides a benefits package that includes employer-paid health insurance, an Employer Retirement Account (ERA) match, and paid time off. The position also provides opportunities for professional development and increasing responsibility while gaining hands-on experience in shellfish aquaculture and applied marine research.

How to Apply

Interested candidates should submit a resume and cover letter to mwilliams@downeastinstitute.org. Applications will be reviewed as they are received, and the position will remain open until filled.

Build your aquaculture career on the coast of Maine while contributing to research and production that directly supports Maine's working waterfront and marine economy.