



## POSITION ANNOUNCEMENT

**Position Title:** Aquaculture Program Manager  
**Location:** Melbourne Beach, FL  
**Salary:** \$24,000 to 30,000 annually (with benefits)  
**Closing date:** August 31, 2010

### Job Summary:

The Aquaculture Program Manager coordinates and leads focused culture and fisheries research projects with the ultimate goal of publishing the results in peer-reviewed scientific journals. This position is also required to communicate research activities internally and externally, and to care for fish collections. This position may include supervisory responsibility for one or more paid or unpaid employees (technicians, research assistants, volunteers, graduate students, interns).

### Responsibilities/Job Duties Include:

- **Husbandry.** Maintain health and vitality of fish collection in collaboration with the HSWRI attending veterinarian and aquaculture management team. Manage broodstock collection, holding and transport. General fish husbandry including cleaning; feeding; application of treatments; quantification of growth and survival; tagging. Ensure that experiments are conducted according to established protocols through direct participation and coordination. Serve as a member of the HSWRI Fish Health Management Team.
- **Safety and Biosecurity.** Observe and enforce all HSWRI safety and biosecurity measures and help in the development of new and improved procedures as appropriate.
- **Management.** Coordinate training and scheduling of other staff and non-staff members who are working on experiments. Assist in the hiring of all new subordinate staff members (paid and unpaid) and coordinate and assist in the training of all technical staff. Assume direct responsibility for performance evaluations and disciplinary actions for subordinates according to HSWRI policies. Coordinate and schedule the use of experimental pools, equipment, and water supply for all research projects.
- **System Design and Maintenance.** Assist in the maintenance of all experimental systems and equipment. Identify and report problems as they occur. Act as primary responder in the 24hr life support monitoring program. Help design experimental systems as appropriate.
- **Record Keeping and Reporting.** Ensure that all necessary paperwork (e.g., IACUC Animal Protocol Form, student project descriptions and approvals, volunteer checklists) is completed before experiments are executed or animals are shipped to or from our facility. Document all experimental procedures and keep neat and accurate records of all husbandry activities (e.g. feeding, cleaning, and water quality). Develop and/or modify written protocols as needed. Assist with reporting needs as appropriate including presenting results at conferences and developing peer-reviewed publications.
- **Other.** Help design and implement experiments including collaboration with outside investigators. Stay current with latest technologies related to marine fish culture and fisheries science. Participate in other HSWRI projects as appropriate. Help develop proposals for funding for aquaculture and marine fisheries research. Participate in HSWRI development (fundraising) activities and education

and outreach programs as appropriate. Other duties as assigned.

**Special Requirements and Qualifications:**

- Masters degree in marine sciences.
- Ability to handle a small boat in inland waterways and along the open coast.
- Theoretical and working knowledge of aquaculture and fisheries science through completion of course work and/or comparable laboratory or field experience.
- Ability to follow and trouble-shoot research and production protocols and procedures with limited direction; this may include competence with equipment and analytical software.
- Demonstrated positive interpersonal skills.
- Ability to work cooperatively and follow organizational policies.
- Demonstrated oral and written communication skills (e.g., completed thesis or junior authorship on peer-reviewed publications, giving presentations at scientific meetings or participating in graduate-level seminar courses).
- Ability to train and direct others.
- Knowledge of appropriate field and/or laboratory safety precautions, such as appropriate animal handling techniques, procedures for protecting staff under field conditions, safe handling of chemicals, and use of personal protective equipment.
- Experience with computers and use of scientific software for life support systems, data management and analysis.
- Ability and willingness to travel within and away from Florida.
- Regular work hours at HSWRI are 8:30am to 5:00pm, Monday through Friday, but this position includes occasional weekend and evening work.
- This position is a ‘first responder’ for fish life support and associated facilities emergencies, requiring on-call availability and wearing a pager or cell phone at all times.

Please submit a cover letter, resume and application to [hr@hswri.org](mailto:hr@hswri.org). An application can be found on our website at [www.hswri.org](http://www.hswri.org) .

Hubbs-SeaWorld Research Institute is an Equal Opportunity Employer.