

## EMPLOYMENT OPPORTUNITY

### **Marine Shellfish Manager**

#### **The Company:**

The Bideford Shellfish Hatchery, located in Lennox Island, PEI is a young, fast growing business producing high quality oyster seed and consumption ready oysters. In 2016, the company started with a hatchery having the capacity to produce approximately 10 million seed. The hatchery is now undergoing a retrofit to expand production to over 30 million seed per year.

We are seeking an individual with well grounded experience operating commercial scale shellfish hatcheries who is interested in growing with a small operation with the goal being to expand it to achieve 30 million seed production and beyond.

This is a permanent, full-time position and offers a unique opportunity for a career-minded person to grow with the company as it expands its presence in the oyster aquaculture industry.

#### **The Hatchery**

The Bideford Shellfish Hatchery is located in Bideford, PEI. The hatchery is located within a building having a total of approximately 10,000 sq-ft. The building houses the hatchery (algae production, larval production, wet lab, nursery, water treatment), office space, lunch room, meeting room, storage space and classroom. Approximately 30% of utilities are offset with a solar panel array. The facility includes a large outdoor compound for storage of vessel and gear used in their separate oyster farm operations.

#### **The Applicant:**

Lennox is looking for an energetic, forward thinking, business minded individual with experience working in commercial shellfish hatchery operations. This person would be expected to ensure proper SOPs are established, schedule staff activities, ensure staff are meeting expectations and ensure all the logistical, technical and human resources are in place to achieve production goals.

The Hatchery Manager would report regularly to the Executive to communicate progress of production goals and efficiency targets and communicate any needs or deficiencies. Further details of expectations are as follows:

- Oversee hatchery staff to ensure all operations from spawning through to nursery production are conducted efficiently, on schedule and following standard operating procedures.
- Plan and coordinate hatchery and nursery activities to achieve production goals.
- Coordinate algae production with the Algae Manager.
- Supervise hatchery personnel and ensure all hatchery staff adhere to established protocols.
- Set and maintain high standards of hygiene, biosecurity and safety.
- Maintain accurate and well organized records of production, water quality, inventory and hatchery activities.
- Supervise maintenance staff to ensure all equipment is checked, maintained and serviced on a set schedule and that any spare parts / equipment are maintained.
- Collaborate with the Executive Committee to ensure the overall mission and vision of the business remain on track.
- Identify any capital and / or operating needs to ensure the hatchery is able to meet it's production goals.

**Education required**

A B.Sc. or equivalent in a related field is an asset but consideration will also be given to applicants with relevant shellfish industry experience.

**Experience and skills**

The successful candidate will have experience in commercial-scale shellfish hatchery operations including phytoplankton culture, broodstock management, larval rearing, and nursery production. He/She/they will also have a demonstrated competence with a variety of culture systems including flow-through larvae tanks and bottle-style oyster upwellers, and confidence in the operation and maintenance of hatchery equipment. In addition, the Hatchery Manager will be able to effectively train and manage hatchery personnel and maintain a cooperative team environment.

**Other Requirements**

The Hatchery Manager must have a positive attitude and work well under pressure. He/She/They must also be self-motivated, resourceful, creative, detail-oriented and above all have excellent problem-solving skills. The basic work-week is 40 h but the successful candidate must be able to work a flexible schedule as some overtime and weekend work will be required.

**Additional information**

The main purpose of the Executive Committee (made up of the CEO, Ulnooweg Aquaculture Advisor and an advisor from the Mi'kmaq Confederacy of PEI) will be to support the Hatchery Manager in the realization of the company vision through provision of technical and financial support as required.

Bideford, PEI is located in the western end of the Province on Bideford River which feeds into Malpeque Bay. The oyster industry in Malpeque Bay goes back to 1880s and brought much fame to the island in the 1900s when Malpeque oysters were judged as the tastiest oyster in the world at the Paris Exhibition, France.

The area and PEI as a whole offers many amenities such as sea kayaking, beach going, hiking, camping and fishing. The operation is approximately 20 minutes from the lovely city of Summerside which offers many cultural, historical, entertainment and dining opportunities along with modern day shopping convenience.

**Salary**

Minimum \$65,000 negotiable depending on education and experience.

**Start Date**

ASAP, preferably by December 15, 2024

**How to apply:**

Email resume with cover letter and two references to [mike.randall@lennoxisland.com](mailto:mike.randall@lennoxisland.com) with "Oyster Hatchery Manager" in the subject line. While the interest of all applicants is appreciated, only those selected for an interview will be contacted.