



## **Billion Oyster Project: Hatchery Technician Job Posting, Deadline September 30, 2019**

Submit your resume and cover letter to:

<https://app.smartsheet.com/b/form/8f0641b7493a4e87a23c1045066d9945>

*The Billion Oyster Project (BOP) Hatchery Technician is a hands-on restoration practitioner tasked with working in BOP's oyster hatchery on Governors Island and at various oyster nurseries throughout New York Harbor. The BOP Hatchery Technician will install, maintain, and monitor hatchery and aquaculture systems. The Hatchery Technician will work with high school students and lead public engagement and volunteer activities as part of their regular work activities.*

### **Billion Oyster Project**

BOP is a 501(c)(3) nonprofit organization whose mission is to restore oyster reefs to New York Harbor through public education initiatives. BOP is fueled by the passion and commitment of the team. Enthusiasm for the work of environmental restoration, public education and environmental justice is an expectation for the position. Candidates should be comfortable working on a team with various stakeholders and delivering on complex, multi-step projects.

#### Our Vision

A future in which New York Harbor is the center of a rich, diverse, and abundant estuary. The communities that surround this complex ecosystem have helped construct it, and in return benefit from it, with endless opportunities for work, education, and recreation. The harbor is a world-class public space, well used and well cared for—our Commons.

#### Our Ethos

##### *Restoration through Education*

We believe that restoration without education is fleeting. To ensure the long-term health and productivity of our natural environment we must teach young people to care for, monitor and restore their Harbor.

##### *Education through Restoration*

We believe that students learn best when applying their studies to a large-scale ecosystem restoration project that challenges them to become active participants and takes them out of the classroom, down to the water's edge to experience the ecosystem first-hand.

#### Our Flagship School

The Urban Assembly New York Harbor School's mission is to provide a college-preparatory education built upon New York City's maritime experience that instills in students the ethics of environmental stewardship and the skills associated with careers on the water.

Our goal is to be a diverse workforce that is representative, at all job levels, of the communities we serve. We are committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and teammates without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. Billion Oyster Project believes that diversity and inclusion among our teammates are critical to our success as an organization, and we seek to recruit, develop, and retain the most talented people from a diverse candidate pool.



Strong candidates will have several years of experience working in a hatchery setting, be proficient and able to work independently in the areas described below, and will also have the ability and desire to work creatively in a problem-solving environment demonstrating teamwork, innovation, and excellence.

**Responsibilities include, but are not limited to the following activities:**

- Hatchery, remote setting facilities, algae greenhouse, and oyster nurseries
  - Contribute to the design and construction of aeration, plumbing, filtration, and electrical systems
  - Manage, maintain, and purchase hatchery and nursery equipment and supplies
  - Participate in the annual set-up and breakdown of facilities
  - Troubleshoot and work to repair pumps and plumbing systems
- Oyster rearing at all developmental stages
  - Prepare cultch materials for remote setting activities
  - Cultivating microalgae as oyster food
  - Manage broodstock care and spawning activities, and care of oyster larvae
  - Manage tanks and screening activities
  - Monitor water chemistry
  - Identify oyster life stages, assess growth and condition, determine readiness for deployment
  - Count, measure, and prepare oysters for deployment
  - Ensure clean and organized operating conditions in the hatchery
  - Perform accurate data collection and record-keeping
- Support the installation, maintenance, and monitoring of several nursery projects throughout NY Harbor
- Work with 4-8 high school interns year-round to manage facilities and oyster stocks while modeling a professional attitude, work ethic, pride in work performed, enthusiasm, and good humor
- Assist the NY Harbor School Aquaculture class by providing occasional trainings and demonstrations related to hatchery operations

**Required Skills and Qualifications**

- Excellent organization and time management skills
- Strong, proactive work ethic and ability to adapt to changing schedules and tasks
- Experience working with line (splicing, knot-tying, etc.)
- Ability to lift heavy items with proper form to prevent injury (equipment weighing up to 40+ pounds)
- NY State drivers license or willingness to obtain license
- Comfort working year-round on boats, in water, and on-shore in all weather conditions
- Availability for occasional weekend work
- First Aid certification or willingness to obtain certification through in-house training

**Preferred Skills**

- Comfort operating front-end loaders and similar equipment
- NY State safe boaters license or willingness to obtain license and small boat handling experience

**Education and Experience**

A Bachelor's degree in biology (or a similar field) AND/OR four years of shellfish hatchery experience.

**Salary**

Commensurate with experience.

**Benefits**

The employee will be a full-time employee of the New York Harbor Foundation d/b/a Billion Oyster Project, a 501(c)3 nonprofit organization. The BOP Hatchery Technician position is a full-time, year-round position and benefits include health insurance, paid vacation time and sick leave, 401K, a commuter program, and Citi Bike discount.

**Fingerprinting**

Any person working in the NYC DOE buildings, working with NYC DOE students or who has access to NYC DOE confidential information is required by New York State law to undergo a security clearance, including fingerprints, prior to commencing services. All prospective employees must have a security clearance before starting work. No one can be fingerprinted by the NYC DOE or undergo the security clearance unless they have been added to the organization or agency's Personnel Eligibility Tracking System roster.

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