POSITION DESCRIPTION

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| Employer: | Orkney Shellfish Hatchery (Ltd) |
| Division: | Aquaculture and Restoration |
| Location: | Orkney, Scotland, United Kingdom |
| Position Title: | Shellfish Hatchery Technician  |
| Date: | October 2021 |

1. POSITION SUMMARY

Does aquaculture hatcheries and restocking the world’s oceans excite you? Orkney Shellfish Hatchery is a commercial shellfish hatchery specialising in the hatchery production of Native Flat Oysters and Clawed Lobster. We are looking for three qualified aquaculture/marine science graduates or early career aquaculturalists (<4 years since graduating) to join our talented world-class team. These positions are hands-on roles, who will work closely with our current highly skilled technical staff to assist with all aspects of larvae rearing of both species, including broodstock husbandry, spawning, larval culture, feeding, cleaning, shipping, restocking, and quality control.

Orkney Shellfish Hatchery is a supplier of premium, disease-free shellfish products, operating a state-of-the-art aquaculture facility in Orkney, Scotland. Come join us as we help the world to transform the seafood industry through sustainable, responsible, and innovative aquaculture operations.

1. PRIMARY TASKS

These positions will assist with:

* Maintaining broodstock lobster and oyster populations, including feeding and cleaning.
* Hatchery production of larval oysters and lobsters.
* Live feeds production including Artemia.
* Production and maintenance of micro-algae including bag systems and photobioreactors.
* Preparation of medias and microbiological plates.
* Water quality.
* Screening and counting seed.
* Operating recirculating aquaculture systems.
* There is an expectation that the successful candidates will be willing to involve themselves with varied tasks as part of a close-knit team and help build a happy and successful workplace.
1. SELECTION CRITERIA

To perform the job successfully;

* A keen interest in aquaculture, especially in hatchery operations
* Be hard-working and independent
* Have an ability to work flexible hours on a rotating hatchery roster
* A qualification in the field of Aquaculture, marine science or fisheries, or related field, having graduated within the past 4 years.
* Be a team player
* Be an effective communicator at multiple levels
* Strive to continuously build knowledge and skills
* driver license
1. SUPERVISION
	1. Immediate Supervisor
* Hatchery Manager
1. POSITION RELATIONSHIPS

The appointee must relate in an effective way with:

* Company director(s) and consultants appointed by the company.
* The general manager.
* Guests and visiting dignitaries.
1. PHYSICAL DEMANDS
* The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. The employee may frequently be required to lift up to 20 kg/ 50 pounds.
* Proper lifting techniques and back supports should be used when working with heavy materials.
* In addition, the use of safety gear is required for all pertinent jobs. There will typically be other co-workers that can assist with jobs that require substantial lifting, etc.
1. WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job:

* Most work is performed inside the inoculation and scale-up laboratory and algal bioreactor areas.
* At times you will be required to work within the shellfish hatchery where oyster and lobsters will be cultured.
* The company has a strict alcohol and no drug use policy.
* A probationary period of 3 months applies.
1. HIGH NOISE AREAS

The daily operation of pumps, blowers and feed manufacturing equipment in confined rooms generates noise levels that require the wearing of ear protection. Protection earmuffs/plugs are provided.

1. VISUAL DISPLAY UNIT & KEYBOARDS

Computer access will be granted to the successful appointee. The position will require regular input of data into spread sheets and the e-mailing of data to the relevant parties. Average computer use should not exceed two-three hours per day.

1. OPERATIONS PRODUCING IRRITANTS

The daily sterilisation of tanks and equipment involves the use of chlorine, ozone and acid. Protective gloves and glasses are provided. Some toxic chemicals e.g. ozone and fixatives are used under strictly controlled conditions. Fine dust resulting from the production of feeds may be prevalent and respirators are provided.

1. HANDLING & EXPOSURE TO CHEMICALS

Regular but short duration handling and exposure to toxic and corrosive chemicals requires training and use of protective clothing and equipment (e.g., gloves, respirators).

1. USE OR CARE OF PRODUCTION & EXPERIMENTAL ANIMALS

The position will involve the care of marine invertebrates such as oyster spat, clawed lobsters and live feeds. To minimise spiking from oysters and lobsters, gloves are provided. In addition, daily maintenance of grow-out animals and acclimation systems will be required.

1. WORKING OUTDOORS

The position may involve a considerable duration working outdoors. To minimise exposure to winter weather, a rain suit and wellingtons will be provided. During summer months, sunscreen will be provided and the wearing of a long sleeved, collar shirt for working outdoors is encouraged.

1. TERMS OF EMPLOYMENT

The position is a full-time, one-year contracted position and provides the successful candidate with an unprecedented opportunity to be involved in this organisation as it grows.

**Hours** – nominally 37.5hrs per week. Some weekend and evening duties will be required so a flexible outlook to duty periods will be necessary. Where hours exceed the stated, time off in lieu may be considered and is at discretion of the hatchery manager.

**Holiday entitlement** – Initially 20 days plus National/Local bank holidays (or time off in lieu)

**Pension arrangements** – A workplace pension scheme will be provided as required by UK legislation.

**Salary -** Initial salary £25,000 per annum.