



POSITION ANNOUNCEMENT
Fish Culturist I
Kitoi Bay Hatchery, Kodiak, Alaska

Kitoi Bay Hatchery is a large and diverse Pacific salmon production facility (215 million pink, 36 million chum, 2.3 million coho and 850,000 sockeye salmon eggs) located on Afognak Island. This is a remote site approximately 25 miles north of the city of Kodiak, accessible only by floatplane or boat.

DUTIES: This position works under the direct supervision of the Hatchery Manager or Assistant Manager and is responsible for overseeing, assisting in, and participating in all aspects of hatchery operations. This is a blue collar, hands-on position requiring a significant amount of work outdoors and in inclement weather. The successful applicant will assist with incubation, outmigration, rearing, egg take, juvenile transfers, lake rearing and smolt work, lake limnology, and adult salmon scale and otolith collection. This position provides supervision to Fish Technicians and participates in a variety of support and site development duties as required.

QUALIFICATIONS: A two-year Associates degree in aquaculture or related field and a minimum of 1 year experience at a Pacific salmon hatchery or aquaculture facility is preferred. Experience may be substituted for education on a case-by-case basis. The successful applicant will have a strong multi-species fish culture background, and experience in incubation, egg pick, egg collection, cost recovery, freshwater and saltwater rearing, maintaining and developing computer databases and spreadsheets, and a general knowledge of maintenance and plumbing. Candidates must have a positive attitude and the ability to encourage, motivate, and work cooperatively with seasonal and permanent staff. The successful applicant will also be required to operate hatchery equipment, participate in site coverage, and understand and operate the water and alarm systems. The position requires the physical ability to handle the requirements of hatchery work, excellent organizational skills, and the ability to troubleshoot problems and implement corrective action or improvements. Work history should show related prior experience with increasing levels of responsibility as well as favorable employer evaluations regarding experience, skills, and attitude.

This position also requires working in the presence of brown bears, and the ability to handle firearms and exercise bear safety is paramount. KRAA will conduct a background check prior to formal hire.

Employees must also possess the following abilities:

- **Ability to adhere to safety rules and other reasonable regulations pertaining to the position.**
- **Ability to refrain from violence.**
- **Ability to work in cooperation with other workers within the organization.**

WAGE/BENEFITS: This position is a full time, year-round position. On-site private housing and utilities are provided. There is weekly mail service. Telephone is provided. Internet and satellite TV are available. Moving expenses are subsidized with some restrictions. KBH employment offers the advantages of remote living with access to exceptional outdoor recreational opportunities.

- Starting Wage: \$20.00/hr-\$23.50/hr DOE. Rotating Primary Site Responsibility provides additional compensation for professional-level staff members. This position is eligible for annual performance-based salary increases.
- Excellent benefit package: 12 paid holidays, quarterly R&R flights, annual leave/paid time off, medical-dental-vision-prescription insurance, and a 401(k) retirement plan with a generous employer contribution.

OPEN Until Filled. Preferred Start Date May 4:

Provide a cover letter and resume including three references to:

Tina Fairbanks
KRAA Executive Director
104 Center Ave; Suite 205
Kodiak AK 99615
(888) 486-6555
kraa@kraa.org

AND

Lauren Deal
Acting Hatchery Manager
104 Center Ave; Suite 205
Kodiak AK 99615
(229) 234-9413 ext.1 office
kitoi@kraa.org