



SEATUCK ENVIRONMENTAL ASSOCIATION

HATCHERY MANAGER

Position Description - January 2026

ORGANIZATION OVERVIEW:

Seatuck Environmental Association is a nonprofit, 501(c)(3) organization dedicated to conserving Long Island wildlife and the environment. Across the region, Seatuck advocates for wildlife conservation, advances a range of habitat restoration projects, monitors wildlife populations and offers a diverse environmental education program. Seatuck also manages the Suffolk County Environmental Center in Islip and the South Shore Nature Center in East Islip.

This spring, Seatuck will be taking over a portion of the former Bluepoint Oyster Company facility at the West Sayville Boat Basin. Over the coming months, we'll be converting the iconic location into a working restoration-focused hatchery & wet lab. Our goal is to establish a dynamic hub for collaborative, innovative and impactful conservation leadership across the South Shore Estuary and throughout the region.

POSITION OVERVIEW:

The hatchery manager will play a key role in the hatchery from the ground up, contributing to the strategic direction, facility design, equipment selection, workflow development and operational protocols. This hands-on management role requires deep technical expertise in shellfish hatchery operations, strong organizational and communication skills and the ability to work collaboratively with researchers, restoration practitioners and regulatory partners. The manager will supervise a hatchery technician, oversee interns and volunteers, and work closely with and report to Seatuck's conservation director as a member of the conservation team. The primary work location will be in West Sayville, NY, with occasional travel to grow-out sites and restoration project locations across Long Island.

PRIMARY RESPONSIBILITIES:

- Contribute to the design, build-out and optimization of hatchery and wet lab infrastructure
- Plan, manage and execute all aspects of shellfish hatchery production, including broodstock conditioning, spawning, larval rearing, setting, nursery culture and field grow-out
- Oversee algal culture production and hatchery support systems (e.g., seawater systems, filtration, temperature control)
- Maintain high standards for biosecurity, animal health, water quality and operational safety
- Monitor production performance and troubleshoot challenges to meet project goals
- Lead day-to-day operations of hatchery and laboratory spaces
- Oversee equipment procurement, maintenance and repairs
- Contribute to the development of standard operating procedures and best management practices for the facility

- Supervise and train a hatchery technician, as well as interns and volunteers
- Coordinate daily hatchery activities and scheduling among internal project teams, researchers and external partners
- Foster a collaborative, safe and productive working environment
- Coordinate hatchery use with researchers and restoration partners utilizing the facility
- Support applied research, pilot projects and adaptive management efforts
- Assist with planning and deployment of in situ nursery systems and restoration grow-out sites across Long Island
- Participate in fieldwork as needed, including shellfish planting and monitoring
- Ensure documentation of production activities, technical data and experimental protocols
- Maintain records required for permits, grants and reporting obligations
- Ensure compliance with applicable state and federal permits
- Provide updates on progress, challenges, opportunities for improvement

PREFERRED QUALIFICATIONS:

Seatuck is committed to building a diverse and inclusive team. If your experience aligns with many of the qualifications below, we encourage you to apply.

- Bachelor's degree or higher in biology, marine science, environmental science or related field
- Minimum of five years of relevant experience in shellfish hatchery operations
- Demonstrated ability to manage or lead production in a shellfish hatchery setting
- Extensive experience with shellfish rearing systems and hatchery support infrastructure
- Experience with restoration-scale shellfish production or research hatcheries
- Strong verbal and written communication skills
- Ability to work collaboratively within a research and restoration-focused team
- Familiarity with marine permitting processes and regulatory agency coordination
- Proficiency with MS Word, Excel, PowerPoint and Google Suite
- Willingness to work flexible hours, including evenings, weekends and holidays as needed
- Valid New York State driver's license and reliable transportation
- Small boat operation and trailering experience
- Hatchery or laboratory facility design and build-out experience
- Entrepreneurial or program-development experience
- Ability to work outdoors in adverse weather conditions
- Ability to work on boats and on uneven terrain (beaches, shorelines, docks)
- Ability to lift and carry up to 50 pounds, climb ladders, kneel, bend and perform repetitive tasks for extended periods

COMPENSATION:

Seatuck offers marketable compensation that reflects the qualifications and experience of the selected candidate. The salary range for this position is \$65,000 - \$80,000, annually, depending on experience and qualifications. We provide a benefits package to our full-time, regular employees, that includes health insurance, paid family leave, long- and short-term disability and paid vacation.

TO APPLY:

Send a letter of interest and resume to opportunities@seatuck.org with "Hatchery Manager" in the subject line. Interviews will be scheduled starting in mid-January. Position open until filled.