



SEATUCK ENVIRONMENTAL ASSOCIATION

HATCHERY TECHNICIAN

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 technician will support shellfish production and facility operations at Seatuck's newly established facility. The position is a hands-on technical role focused on daily hatchery operations, shellfish culture, algae production, data collection and field support. The technician will work closely with and report to the hatchery manager and collaborate with other staff, interns, volunteers, researchers and restoration partners. The position is ideal for someone interested in applied marine science, shellfish aquaculture and ecological restoration. The primary work location will be West Sayville, NY, with occasional travel to grow-out sites and restoration project locations across Long Island.

PRIMARY RESPONSIBILITIES:

- Perform routine cleaning and sanitation of hatchery and laboratory spaces
- Assist with operation and maintenance of hatchery support systems (e.g., seawater systems, filtration, temperature control)
- Monitor water quality parameters
- Assist with algal media preparation, inoculations and culture maintenance
- Support production across multiple culture scales (e.g., stock cultures, carboys, kalwalls, photobioreactors etc..)
- Conduct algal counts and maintain water quality and culture health
- Assist with broodstock maintenance, conditioning and spawning activities
- Support larval culture operations including water changes, larval counts, feeding, health assessments and restocking

- Assist with setting and post-set operations, including system preparation, larval stocking, daily maintenance, seed grading, cleaning and monitoring growth and survival
- Accurately calculate and implement feeding regimes for multiple life stages
- Maintain accurate, organized daily records of hatchery activities, production metrics and experimental protocols
- Assist with data entry, basic analysis and reporting as needed
- Assist with deployment and maintenance of in situ nursery systems
- Support restoration projects including shellfish planting, monitoring and grow-out activities
- Participate in field sampling and equipment transport as needed
- Work collaboratively with staff, interns, volunteers and visiting researchers
- Follow established safety, biosecurity and operational procedures
- Participate in training opportunities and contribute to improvement of hatchery operations

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.

- Associate's degree or higher in biology, environmental science or related field, ideally with some experience in field-based marine or wildlife conservation science
- Strong attention to detail and ability to follow written and verbal instructions
- Ability to work independently and as part of a team
- Good organizational, record-keeping and communication skills
- Experience with basic data entry and record management
- Previous shellfish hatchery, aquaculture or restoration experience
- Willingness to work flexible hours, including occasional evenings and weekends
- Valid New York State driver's license and reliable transportation
- Experience operating/trailering small boats
- Familiarity with basic field and laboratory equipment
- Physical requirements include ability to work outdoors in varied conditions, to work on boat and uneven terrains, to lift/carry up to 50 pound and to bend, kneel, stand, climb ladders, 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 \$50,000 - \$60,000, 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 Tech" in the subject line. Interviews will be scheduled starting in mid-January. Position open until filled.