



100 Pachena Road, Bamfield  
British Columbia, Canada V0R 1B0  
250-728-3848

**EMPLOYMENT OPPORTUNITY  
SHELLFISH HATCHERY TECHNICIAN  
PERMANENT FULL-TIME**

Nova Harvest Ltd is a young, fast-paced business producing high quality shellfish seed stock with the principle focus supporting development of the geoduck and oyster aquaculture industry. We are seeking an energetic, career-minded individual to assist with all aspects of shellfish production at its hatchery facility on the west coast of Vancouver Island in Bamfield, BC.

**As our company grows we are looking to build our dream team and we are in search of someone with specific characteristics, not necessarily specific skills.**

**YOU:**

You are looking for a rewarding career in shellfish aquaculture that is both physically and mentally challenging. You enjoy fast-paced constantly changing work environments. People would describe you as persistent, curious and optimistic. You are flexible and able to adapt in a dynamic environment. You have a remarkable attention to detail in everything you do. Your passion for life and the work you do is contagious. You are a generally happy person who is not easily overwhelmed. You can work independently and are true team player who looks for ways to build-up your team mates. You are not a fan of hierarchy or bureaucracy and you question everything, you are a critical thinker. You are a responsible person who is self-motivated, self-aware, self-disciplined and always self-improving. You love working with your hands, being challenged intellectually and enjoy constantly learning. You are decent at written communication and you are even better with verbal communication. You can both give and take constructive criticism, and you generally enjoy a good debate because you always learn something from it. You find shellfish aquaculture fascinating and sometimes find yourself daydreaming about the incredible opportunity for its development in Canada.

**If the above describes you, please consider applying.**

**ABOUT US:**

**Please review our company culture deck presentation on our website [novaharvest.com/opportunities](http://novaharvest.com/opportunities)**

As a young innovative company, we have big ambitions for growth, both in how much shellfish we can produce and how we can develop as a company, but it all starts with finding the right people who can share our vision and passion for shellfish aquaculture. We have high expectations for employees. We demand excellence and integrity. We are looking for people who learn quickly, have good judgement, and take initiative. In return we will give you freedom, responsibility and endless opportunities to learn and grow, both in your skill set and within our growing company.



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### **LOCATION:**

The ideal candidate is not only willing to live at the edge of the world, but wants to! Nova Harvest is located in beautiful Bamfield B.C., on the west coast of Vancouver Island. It has a small but active and welcoming community. Community is important to us and Bamfield is a pretty special community to be a part of. Candidates should be aware that Bamfield has a population of <300 people, located 75 km from Port Alberni down a dirt logging road. If you like hiking, fishing, exploring the rocky intertidal and beautiful beaches this is the place to be.

### **EMPLOYMENT DETAILS:**

This is a permanent full-time position. You must be able to legally work within Canada.

Employment activities will include aspects of the following:

- Phytoplankton culture
- Brood stock conditioning and spawning
- Larval rearing and husbandry
- Nursery production
- Equipment cleaning and maintenance
- Record keeping
- Generally killing it at whatever you are doing

Everyone starts off at a base wage for the first three months probation period, this is a trial period for both us and you. This may not be the right place for you and this is the time to test that out, this is also an important time to see how and where you fit in the company. After the trial period, your position will be evaluated by both you and the manager to find the best place for you to thrive and a competitive wage will be negotiated at this time based on position and responsibilities. Your hourly wage is only one component of your compensation. We offer production bonuses and contribute to an extended health benefits package. We are flexible with time off and vacations outside of the production season.

We are a small team, everyone works together to get the job done – sometimes this means everyone including the boss is cleaning tanks or sometimes digging ditches. We don't put value in titles, but instead value what people can accomplish and how well they work with others. Our current company organization is that we are all equals, but as we grow this may change and we want people who will grow with us and have managerial skills and/or ambitions. If you value your position title more than what we can accomplish as a team this is not the place for you.

Hatchery work does not always align with Monday-Friday, 9-5 hours, sometimes it's late evening, early mornings and weekends (but not always and we try to evenly share the less desirable shifts between the whole team). You should be comfortable with an unconventional work schedule during busy production times.



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**SKILLS REQUIRED:**

A degree or diploma in marine biology or aquaculture is preferred but equal consideration will also be given to applicants with relevant shellfish industry experience who are vetted hard working critical thinkers with the confidence to tackle the largest of problems.

**OTHER ASSETS:**

Experience in commercial-scale shellfish hatchery

Mechanically inclined with plumbing and general building experience

Comfortable on boats, SVOP and First aid

**START DATE:**

Negotiable

**HOW TO APPLY:**

Please email résumés with cover letter and two references to [info@novaharvest.com](mailto:info@novaharvest.com) with "Hatchery Technician" in the subject line. While the interest of all applicants is appreciated, only those selected for an interview will be contacted.