



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

EMPLOYMENT OPPORTUNITY: SHELLFISH HATCHERY TECHNICIAN

Permanent and Seasonal contracts available starting April 2025

Nova Harvest Ltd is a young, fast-paced business producing high quality shellfish seed stock with the principle focus supporting development of the shellfish aquaculture industry. We are seeking energetic, career-minded individuals to assist with all aspects of shellfish production at our 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 working in a fast-paced dynamic work environment. You are organized, have superb attention to detail, and can multitask. You have great verbal and written communication skills. You can work independently, are self-motivated, and take initiative. You value being part of a close-knit team working toward a common goal.

If the above describes you, please consider applying.

ABOUT US:

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.

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:

- ☉ Permanent Contract: April – October 2025, Renews annually starting January – October 2026.
- ☉ Seasonal Contract: 4 Months April – August 2025. Potential for renewal.
- ☉ Full Time, 35-40 hours per week. Training Wage \$21/hour, Range \$21-35/hr +4% Vacation pay.
- ☉ Work hours: 8:30 – 5, 5 days a week, on a variable schedule that often includes weekends.
- ☉ Staff Housing available for rent.



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Employment activities will include assisting with the following:

- 🌀 Microalgae culture
- 🌀 Brood stock conditioning and spawning
- 🌀 Larval rearing and husbandry
- 🌀 Nursery production
- 🌀 Equipment cleaning and maintenance
- 🌀 Record keeping
- 🌀 Data management

Learn more about what we do at <https://novaharvest.com/> and what work is like at shellfish hatcheries at <https://storymaps.arcgis.com/stories/c03c35814c4b4bae965b44a03aa6e4d8>.

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. 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.

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 any problem.

OTHER REQUIREMENTS:

You must be able to legally work within Canada (be a Canadian Citizen or possess a valid work permit).

Physically fit: able to work for 8 Hours on hard, slippery, uneven terrain, able to lift & carry upto 50lbs.

OTHER ASSETS:

- 🌀 Experience in a commercial-scale shellfish hatchery
- 🌀 Mechanically inclined with plumbing and general building experience
- 🌀 Comfortable on boats, SVOP and First aid certification

HOW TO APPLY:

Email résumés with cover letter and two references to 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.