EMPLOYMENT OPPORTUNITY:

SHELLFISH HATCHERY TECHNICIAN

Seasonal Contracts Starting January 2027
Location: Bamfield, BC — West Coast of Vancouver Island
Wage: $21–$35/hr + 4% vacation pay
Hours: Full-time, 30–40 hrs/week (variable schedule including weekends)
Duration: January–October 2027 (flexible start date, potential for renewal)
Housing: Staff accommodation available for rent

About Nova Harvest Ltd

Nova Harvest Ltd. is an innovative shellfish company producing high-quality seed to support and grow British Columbia's aquaculture industry. Based in Bamfield, BC, we're a team of passionate, and hands-on individuals dedicated to sustainable seafood production and continual research and development.

As we expand, we're building a **dream team** of people who share our vision, work ethic, and passion for shellfish aquaculture. We believe in integrity, curiosity, initiative, and endless opportunities to learn and grow.

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 share our vision, work ethic, and passion for shellfish aquaculture.

About the Role

We are seeking **energetic, career-minded individuals** to assist with all aspects of shellfish seed production at our hatchery facility. The position involves hands-on work, problem-solving, and attention to detail in a dynamic environment where no two days are the same (and sometimes all the days are the same).

Core duties include:

- Microalgae culture and maintenance
- Broodstock conditioning and spawning
- Larval rearing and husbandry
- Nursery production and grading
- Equipment cleaning and maintenance
- Data recording and management
- Supporting general hatchery operations as part of a small, dedicated team

At Nova Harvest, everyone works together to get the job done — whether that means spawning oysters, cleaning tanks, or digging ditches. We don't put value in titles; we value contribution, teamwork, and results.

You Are:

- Excited about a rewarding career in **shellfish aquaculture** that challenges you both physically and mentally.
- Organized, **detail-oriented**, and able to multitask effectively.
- A **clear communicator** with good written and verbal skills.
- Independent, **self-motivated**, and proactive. Enthusiastic**, reliable**, and ready for **hands-on** work.
- A **strong team** player who values collaboration and accountability.
- Comfortable working **flexible hours**, including weekends and early mornings or evenings during busy periods.

Employment Opportunity: Shellfish Hatchery Technician

Great Shellfish Starts With Great People

Requirements

Education/Experience:

- Diploma or degree in marine biology, aquaculture, or a related field; or equivalent relevant experience.
- Experience in a commercial-scale shellfish hatchery is an asset but not required — we provide comprehensive training.

Other Requirements:

- Must be legally eligible to work in Canada (citizen or valid work permit).
- Physically fit: able to lift and carry up to 50 lbs, and work 8 hours on hard, slippery, and uneven terrain.

Additional Assets:

- Mechanical aptitude and basic plumbing/building skills
- Experience operating small boats (PCOC or SVOP Certification)
- First Aid Certification

What We Offer:

- Competitive hourly wages ($21–$35/hr depending on experience)
- On-the-job training and mentorship from experienced hatchery staff
- Staff housing available for rent in Bamfield
- Opportunities for skill development and advancement into senior technician or production roles
- A close-knit, supportive team and meaningful work contributing to BC's sustainable seafood industry

Learn more about what we do:

🌐 www.novaharvest.com 📖 A day in the life of a shellfish hatchery

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Location: Life in Bamfield

The ideal candidate is not only willing to live at the edge of the world — but wants to!

Bamfield is a small, remote community (<300 people) located 75 km from Port Alberni down a logging road. It's home to beaches, forests, and a welcoming community that values connection and outdoor adventure.

If you love hiking, fishing, exploring rocky intertidal zones, and ocean life — you'll feel right at home.

How to Apply

Email your **résumé, cover letter, and two references** to **info@novaharvest.com** with **"Hatchery Technician"** in the subject line.

Please include a short note about **why you're interested in working at Nova Harvest, what draws you to shellfish aquaculture** and **how you will be a good fit**.

While we appreciate all applicants, only those selected for an interview will be contacted.