

San José State University Research Foundation

Position: Lead Aquaculture Research Technician

DEPARTMENT: Moss Landing Marine Laboratories

IMMEDIATE SUPERVISOR: Professor Michael Graham, Professor Scott Hamilton, Research Faculty Dr. Luke Gardener

POSTING DATE: February 16, 2022

CLOSING DATE: Until Filled

SALARY: \$25.00 – \$35.00 per hour, DOQ/E

EXEMPT STATUS: Full-Time, Non-Exempt, Benefited

GENERAL NATURE OF POSITION

The primary purpose of this position is to provide technical and logistical support in carrying out research on multiple funded aquaculture projects at MLML. With direction from the principal investigators (PIs), the technician will assist in carrying out the objectives of the funded research projects, including a supervisory role with student assistants. The candidate will be responsible for coordinating and overseeing the daily research tasks including managing and maintaining culture systems for microalgae, seaweeds, invertebrates, and fishes, and logistics and execution of field work at local and remote locations involving scuba diving and a variety of collection and sampling techniques.

ESSENTIAL DUTIES & RESPONSIBILITIES

1. Lead technical support on funded research.
 - a) Oversee the completion of daily and weekly tasks related to algae culture maintenance and animal husbandry for ongoing projects.
 - b) Identify issues and problem-solve independently and collaboratively.
 - c) Develop protocols for maintaining cultures and experiments.
 - d) Provide training for students and assistants.
 - e) Provide support and consultation on aquaculture projects.
 - f) Oversee data collection for ongoing experiments.
 - g) Design and fabricate culture systems.
 - h) Research topics of interest to assist in developing research proposals.

2. Manage shellfish hatchery and microalgae cultures.
 - a) Manage and maintain healthy microalgae cultures to feed into ongoing Purple Hinged Rock Scallop and Olympia Oyster projects.
 - b) Coordinate schedules for daily maintenance of micro algal cultures.
 - c) Use microscope to ascertain general health of larvae and microalgae cultures.

- d) Maintain up-to-date logs of culture health and ambient conditions.
 - e) Maintain water pumps and air blowers among other culture equipment to ensure proper working order.
3. Assist with project reporting.
 - a) Report on progress of projects to PIs.
 - b) Assist in writing reports and scientific publications.
 - c) Present findings in oral and poster format on projects at conferences and meetings.
 4. Assist in project coordination.
 - a) Manage project timelines to ensure work gets completed in a timely fashion.
 - b) Provide timely, professional response to internal and external communication with project collaborators and participants.
 - c) Make purchases and file requisitions in a timely manner.
 - d) Assist with submissions of scientific collection permits and animal care protocols.
 5. Coordinate field work.
 - a) Coordinate reservation and use of research vessels and vehicles.
 - b) Plan and coordinate travel and accommodations.
 - c) Lead scuba diving support for field work related to aquaculture projects.
 - d) Remote boating and diving operations.
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INTERPERSONAL CONTACTS

Directly reports to the project principal investigators. Will coordinate work assigned to research assistants, communicate with research partners about specific aspects of funded projects, present research findings at meetings and symposia, answer questions from the public about research.

SUPERVISORY RESPONSIBILITIES

Will help to supervise student research assistants working on funded aquaculture projects.

QUALIFICATIONS

Education and Experience

- Hands-on experience in aquaculture and animal husbandry is a must.
- Minimum BS in Marine Biology, Marine Ecology, Aquaculture or related field.

Knowledge, Skills, Abilities Required

- Strong knowledge in seawater systems, animal care and aquaculture practice.
- Ability to identify potential issues and problem solve independently or communicate effectively to address problems related to husbandry and culture systems.
- Leadership and managerial skills
- Knowledge and experience working with California fishes, invertebrates, and fisheries.
- Plumbing and electrical work.
- Microscopy skills.
- Knowledge of Windows and Macintosh operating systems and Microsoft Office Suite.
- Ability to positively and productively interact with staff, co-workers, volunteers, other scientific programs and the public.
- Ability to interact using tact and diplomacy with diverse personalities including academic, staff, student and volunteer employees, and institutions/organizations.

- Ability to multi-task and organize, prioritize tasks, manage time, and meet deadlines.
- Ability to communicate effectively (oral, written, and presentation skills).
- Ability to work independently and also as a collaborator with a team of scientists.
- Up-to-date scuba diving and boating certifications.

Physical Requirements

- Frequent walking, standing, bending.
- Frequent lifting of 0-20 to 50 lbs, with or without aids.
- Occasional pushing and pulling.
- Ability to work long hours on your feet and outdoors.
- Fit for scuba diving, boating, and outdoor field work.

Complexity of Duties

- This job requires a person to think and act independently, following general guidance from the project directors. As such, the job requires a person with a high level of initiative and capability of conducting self-directed work while coordinating work load amongst students, volunteers and technicians optimally.
- This person will interact with researchers from other institutions, research assistants and technicians at Moss Landing Marine Laboratories, administrative support people at MLML, and with outside vendors.
- Must be willing to travel and work occasionally on weekends.

NOTE: This position description intends to describe the general nature and level of work being performed by people assigned to this job. It is not intended to include all duties and responsibilities. The order in which duties and responsibilities are listed is not significant.

BENEFITS

The San José State University Research Foundation (SJSURF) provides excellent benefits package to benefited employees. **The comprehensive benefit package includes:**

- a) Nine company subsidized CalPERS health insurance plans to choose from (employee contributions differ according to plan and level of coverage).
- b) Employer paid dental and vision for both employee and eligible dependents.
- c) Life, AD&D, LTD with supplemental coverage opportunities.
- d) 14 paid federal & state holidays.
- e) Retirement Plan: 403 (b) employee contribution plan component and a 403 (b) employer contribution component, which vests immediately.
- f) Vacation hour accruals and separate sick hour accumulations.
- g) Employee discounts.
- h) Paid training and professional development conferences.

Please visit the [Benefits & Compensation page](#) on the SJSU Research Foundation website for more detailed information.

COVID-19 VACCINATION POLICY

As required by the CSU Vaccination Policy, all new hires must be fully vaccinated against COVID-19 starting on September 30, 2021. Fully vaccinated means it has been 14 days after the second dose of the Pfizer or Moderna vaccine has been given, or it has been 14 days after the one dose of the J&J vaccine has been given. Proof of being fully vaccinated does not need to be disclosed until

a job offer has been made, and proof must be submitted after the acceptance of the job offer. New hires may request a reasonable accommodation of the COVID-19 vaccination requirement based on medical or religious reasons. New hires must submit their request for an accommodation form after they accept the job offer, and before their scheduled start date. The reasonable accommodation provided to the employee, if any, will depend on the employee's job and the applicable facts, but it may include weekly COVID-19 testing. New hires who do not submit, before their scheduled start date, proof of being fully vaccinated or a request for reasonable accommodation will have their job offer revoked.

APPLICATION PROCEDURE

To apply for this position, an applicant must submit a formal application for employment, as well as a resume and a cover letter. The applicant may do this via e-mail. The formal employment application is located on the SJSURF website on the [Forms page](#). **Due to the COVID-19 health crisis, all candidates must submit their application materials to foundation-jobs@sjsu.edu.**

Please address your formal application, your resume, and your letter of interest directly to:

San José State University Research Foundation

Attn: HR/Job Code: **LA RES TECH MLML**

E-mail: [Foundation-jobs@sjsu.edu](mailto:foundation-jobs@sjsu.edu)

A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the SJSURF. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current SJSURF employees who apply for the position.

REASONABLE ACCOMODATION

The San José State University Research Foundation (SJSURF) is committed to providing access, equal opportunity, and reasonable accommodation for individuals with physical or mental disabilities in the employment, recruitment, examination, hiring and interviewing processes. If you are a job seeker with a physical or mental disability and require a reasonable accommodation to search, apply, or interview for a job opening or otherwise need a reasonable accommodation during the application and hiring process, please contact us at foundation-jobs@sjsu.edu. In the email message, please indicate your full name, phone number and the type of assistance required. You must not reveal the underlying medical reason for your needed reasonable accommodation or otherwise disclose confidential medical information.

ABOUT THE SJSU RESEARCH FOUNDATION

SJSURF employment is separate and distinct from San José State University or state of California employment. SJSURF employees are not employees of SJSU or of the state of California.

SJSURF is a non-profit auxiliary of San José State University. SJSURF is totally self-supported. The majority of the organization's funding comes from the federal government, and other public and private entities. With annual revenues totaling over \$65 million, programs managed through SJSURF cover a rich diversity of applied research, public services, and educational related activities.

SJSURF is an equal opportunity employer and does not discriminate on the basis of race, color, creed, gender, religion, marital status, registered domestic partner status, age, national origin, ancestry, physical or mental disability, medical condition, sex, genetic information, sexual orientation, military and veteran status or any other consideration made unlawful by federal, state,

or local laws. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics.