



POSITION ANNOUNCEMENT

Fish Culturist I
Kitoi Bay Hatchery (KBH)
Afognak Island, Kodiak, Alaska

This position is for immediate hire.

COMPENSATION & BENEFITS

This is a full-time, non-exempt, year-round position.

- **Starting Wage:** \$25.50-28.35 per hour DOE
- Eligibility for annual performance-based wage increases
- Additional compensation for rotating primary site responsibility
- Excellent benefits package, including:
 - 12 paid holidays
 - Annual leave / paid time off / paid sick leave
 - Quarterly R&R flights
 - Medical, dental, vision, and prescription coverage
 - 401(k) retirement plan with 6.75% matching employer contribution
- On-site private housing and utilities provided
- Relocation assistance available with some restrictions

Kitoi Bay Hatchery (KBH) is seeking a **Fish Culturist I** to join our professional hatchery team in one of Alaska's most unique and rewarding remote work environments. KBH is a large, multi-species Pacific salmon production facility supporting the sustainability of regional fisheries and the Kodiak Island economy. Located on Afognak Island approximately 25 miles north of Kodiak, the hatchery is accessible only by floatplane or boat and offers exceptional opportunities for hands-on fisheries work, leadership experience, and outdoor recreation.

POSITION SUMMARY

The Fish Culturist I is a **full-time, year-round supervisory position** essential to achieving KBH production and operational goals. Working under the direct supervision of the Hatchery Manager, Assistant Manager, or Fish Culturist II, this position oversees a defined component of the hatchery's fish culture program while exercising independent judgment to meet established production targets.

The Fish Culturist I leads and supports fish culture activities across freshwater and saltwater environments, supervises seasonal Fisheries Technicians, and contributes to biological monitoring, cost recovery harvests, and facility operations. This is a hands-on, outdoor position requiring adaptability, strong leadership skills, and a commitment to safety and teamwork in a remote setting.

ESSENTIAL DUTIES

Fish Culture & Production

- Monitor fish health and ensure proper fish culture techniques are followed
- Implement feeding schedules, disease treatments, and water quality management
- Coordinate freshwater and saltwater rearing, broodstock management, and egg incubation
- Assist with fry and smolt development, juvenile transfers, and adult returns
- Support cost recovery harvest operations and biological sampling
- Collect and maintain accurate biological, environmental, and production data
- Support eggtakes and other hatchery fish culture activities for all species

Operations & Equipment

- Operate and maintain hatchery equipment, tools, vehicles, skiffs, and small engines
- Lead setup and breakdown of major hatchery projects (egg takes, incubation, rearing units)
- Monitor and adjust water supply systems and respond to alarms and emergencies
- Assist with facility maintenance, repairs, and inventory management

Leadership & Facility Support

- Supervise, train, and evaluate Fisheries Technicians
- Lead daily work planning to ensure safe, timely project completion
- Provide hatchery tours and public outreach as needed
- Communicate daily operational needs and updates to hatchery management

WORK ENVIRONMENT

This position is based at a **remote island salmon hatchery** with on-site housing provided (private residence in a duplex or triplex with utilities, phone, and internet). Employees must be comfortable living and working in a communal, remote environment with irregular schedules, variable weather, and limited access to town-based services. Groceries are the employee's responsibility. This is a blue-collar, labor-intensive position. Must be capable of living in a remote setting with limited amenities. Lots of opportunities to enjoy the outdoors!

The position requires working in the presence of brown bears; employees must be able to safely handle firearms and follow established bear safety protocols.

Required Qualifications:

Education and Experience

Candidates must meet **one** of the following education and experience requirements:

- Bachelor's degree in aquaculture, fisheries, biology, or a closely related field, **plus** a minimum of 12 months of hatchery experience; **or**
- Associate's degree or fisheries technician certificate, **plus** a minimum of 18 months of hatchery experience; **or**

- High school diploma or equivalent, **plus** a minimum of three (3) years of progressively responsible hatchery experience.

Additional Requirements

- Valid driver's license.
- Ability to legally possess and safely handle firearms; background check required.
- Demonstrated experience with salmon culture, including incubation, egg take, rearing, and cost recovery.
- Proven ability to supervise staff and effectively lead work teams.
- Proficiency in data collection, recordkeeping, and use of basic computer software.
- Strong organizational, communication, and problem-solving skills.
- Physical ability to lift and carry up to 50 pounds for distances of up to 100 yards.

Preferred Qualifications

- Current CPR and First Aid certification.
- Experience with facility maintenance and inventory management.
- Valid boating license.
- Skid Steer OSHA Certification (29 CFR 1926.602).
- Forklift operation experience.
- Proficient in Microsoft Office.
- Demonstrated positive attitude and openness to learning and collaboration.

KBH employment offers a rare opportunity to build advanced hatchery and leadership experience while living in a world-class outdoor setting.

APPLICATION PROCESS

Application period: Open January 5, 2026 – Close January 16, 2026

Preferred start date: February 12, 2026

This position is for immediate hire; early applications are encouraged.

To apply, please submit:

- Cover letter
- Resume
- Three professional references

Submit application materials to:

Tina Fairbanks

KRAA Executive Director
104 Center Ave; Suite 205
Kodiak AK 99615
(888) 486-6555
kraa@kraa.org

AND

Jakob Cronk

Hatchery Manager
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