



Job Announcement

Ocean Resilience Program - Aquarist / Life Support Systems Technician

About The Bay Foundation

The Bay Foundation (TBF) is a nonprofit environmental organization dedicated to implementing innovative, nature-based solutions along the Southern California coast. Our work focuses on coastal resilience, climate adaptation, ecosystem restoration, and community engagement through partnerships with universities, government agencies, nonprofits, and businesses. Our projects include restoring beach dunes, upland habitats, kelp forests, offshore eelgrass, and abalone populations. We also prioritize improving water quality, increasing water availability, and reducing single-use plastics. TBF manages the Santa Monica Bay National Estuary Program (SMBNEP) in collaboration with the Santa Monica Bay Restoration Commission and partners with Loyola Marymount University to expand research and environmental monitoring through the Coastal Research Institute (CRI). Our office is located on Loyola Marymount University's Westchester campus in Los Angeles, California.

Position Overview

The Aquarist / Life Support Systems Technician reports to the Director of Programs and CEO. The role of the Specialist is to operate and maintain aquarium life support infrastructure, provide exemplary animal husbandry, support aquaculture systems development, and coordinate volunteer or intern activities within TBF's Abalone Aquaculture Laboratories located at the Southern California Marine Institute in San Pedro, CA.

Work Environments:

The Specialist must work safely and proactively to ensure the safety of others in a range of environments, including aquaculture facilities, mechanical rooms, back-of-house filtration systems, working waterfronts, topside boat operations, dive platforms, and quarantine areas. These settings are dynamic and may be hot/cold, humid, noisy, confined, or wet and may shift rapidly due to environmental or operational factors. Transportation of equipment and the ability to lift gear or coolers weighing up to 50 pounds is expected.

Job Responsibilities

- Perform daily husbandry for invertebrates (white and other species of abalone), including feeding, observation, and maintaining system cleanliness. Maintain clean tanks, lab spaces, and work areas following biosecurity and safety protocols.
- Operate, inspect, and maintain aquatic life support systems and components (e.g., pumps, chillers, UV/Ozone units, skimmers, filters).
- Scheduled evening, weekend, and holiday availability will be required to care for animals and maintain systems.
- Culture live feeds (e.g., microalgae), maintain settling plates, and distribute food.
- Assist partner facilities with spawning protocols and larval rearing.
- Conduct water-quality testing, data logging, QA/QC, and respond to deviations in a timely and effective manner.
- Maintain consistent, organized records of system performance, water quality, growth metrics, mortality logs, and husbandry observations.



- Develop and improve husbandry and system procedures to enhance animal health and reduce disease or loss risk.
- Participate in boat-based fieldwork and assist in the deployment and recovery of field equipment
- Effectively communicate with coworkers, supervisors, and partner organizations.
- Represent The Bay Foundation organization in a professional manner at all times, including in public outreach and on social media.

Minimum Requirements

- Bachelor's degree in marine biology, aquaculture, zoology, marine science, or related field *or* equivalent professional experience.
- Minimum 2 years of experience in aquarium life support operations and aquatic animal husbandry.
- Hands-on experience with aquaculture systems. Spawning, and larval rearing experience is desirable.
- Familiarity with microscopes, cameras, and water chemistry apparatus.
- Proficiency with Microsoft Office and Google Workspace.
- Valid driver's license and reliable transportation (with minimum liability insurance).
- Ability to lift up to 50 lbs and work in physically demanding environments.

Considerations

- The organization fosters a team-based, constructive work culture.
- Flexibility in scheduling is required, including early mornings, weekends, and holidays.
- Fieldwork and exhibit support may involve extended transit, long hours, and exposure to adverse weather conditions.
- Work settings include high-humidity indoor systems, cold water tanks, waterfronts, boats, and outdoor holding systems.
- Commitment to scientific integrity, animal welfare, and organizational mission is essential.

Physical Requirements

- Ability to perform manual physical labor (e.g., lifting tanks, using power tools, ascending and descending ladders).
- May involve standing for long periods, crouching, climbing, twisting, and lifting/moving heavy objects.
- Comfortable working in both indoor and outdoor environments in extreme weather conditions.

Compensation

This is a part-time permanent position. The position offers a pay rate of \$32 per hour for 20-30 hours per week. Weekend availability is required.

How to Apply

To apply, please email your application with the subject line "**ORP Aquarist Position**" to jobs@santamonicabay.org before Friday, September 5th:

1. Cover letter
2. Resume
3. Three professional references

The position is open immediately and applications will be reviewed as they are received. Incomplete applications will not be considered.

**Equal Opportunity Employer Statement**

The Bay Foundation is committed to providing equal employment opportunities to all employees and applicants without regard to race, religion, color, sex (including childbirth, breast feeding and related medical conditions), gender, gender identity or expression, sexual orientation, national origin, ancestry, citizenship status, uniform service member and veteran status, marital status, pregnancy, age, protected medical condition, genetic information, disability, or any other protected status in accordance with all applicable federal, state and local laws.

This policy extends to all aspects of our employment practices, including but not limited to, recruiting, hiring, discipline, termination, promotions, transfers, compensation, benefits, training, leaves of absence, and other terms and conditions of employment.

Join us in restoring and protecting our coastal environment!