



NORTHERN SOUTHEAST REGIONAL AQUACULTURE ASSOCIATION, INC.
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POSITION ANNOUNCEMENT
NORTHERN SOUTHEAST REGIONAL AQUACULTURE ASSOCIATION
HIDDEN FALLS HATCHERY

Title: Fish Culturist
Location: Hidden Falls Hatchery (REMOTE, near Sitka, SE Alaska)
Starting Date: August 19th, 2026
Starting Salary: \$53,317 → \$65,165 per year (plus housing and benefits), 12-month Regular Fulltime position
Closing Date: July 31st, 2026

General Overview: Hidden Falls Hatchery is a remote private non-profit hatchery operated by Northern Southeast Regional Aquaculture Association (NSRAA), providing increased fishing opportunities for the common property fisheries of Northern Southeast Alaska. Hidden Falls Hatchery produces one of the largest chum and coho salmon returns in North America, along with a substantial Chinook return, making this salmon hatchery one of the most economically important fishery enhancement programs in Southeast Alaska.

Qualifications: BS degree in a fisheries/aquaculture-related field, or two-year Associates Degree in an aquaculture-related field; or minimum of 9 months' fish culture experience required for Fish Culturist. The preferred candidate will have a background in basic fish culture techniques, and will be provided an exposure to common fish culture methods which will include, but will not be limited to: fry and smolt rearing, brood stock handling, hatchery incubation operations, fish disease prevention and recognition, gamete collection, data collection and recording methods. Candidates must be willing and able to live and work cooperatively in creating a positive environment among other staff and temporary employees in a remote setting, where good communication skills are essential. Additionally, sound physical fitness is necessary due to the physical component of hatchery work (i.e., ability to carry 50 pounds for distances up to 100 yards). Demonstrated experience handling small boats is required, along with a willingness to develop a working knowledge of knots and rigging.

Duties/Responsibilities: Hidden Falls' Fish Culturist works under the direction of the Hatchery Manager, and will share responsibility for the oversight and performance of any and all aspects of hatchery-related fish culture operations. The Fish Culturist will provide supervision, direction, and leadership to all temporary employees, and will be expected to actively participate in facility development and management. This position will require the operation of hatchery-related equipment: forklifts, front-end loaders, chainsaws, power tools, brush cutters, snow blowers, egg sorters, fish counters, fish pumps, and other associated apparatus. The successful candidate will be expected to develop an understanding of the hatchery's water system, including the water collection process, water routings, and associated emergency procedures.

Salary and Compensation: Competitive salary range for this position will fall within the range provided (\$4,443 through \$5,430 per month, dependent upon experience). Additional benefits include: housing and utilities, medical/dental insurance, annual/sick leave accrual and a 401(A) program available after a 2-year vesting period.

Interested individuals should e-mail the following information: (1) letter of purpose, describing interests and/or qualifications relevant to said position; (2) a detailed resume describing pertinent work experience and/or education; (3) the names and contact information (e-mail is ideal) for two references familiar with applicant's work experience/performance (non-relatives, please). In addition, candidates must (4) complete an official NSRAA application for employment. NSRAA's official application may be obtained either by calling NSRAA's administrative office at (907) 747-6850, or through NSRAA's Web-site: <http://www.nsraa.org/>

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