

## **Bangs Island Mussels**

72 Commercial St. #15 Portland, ME 04101

[www.bangsisland.com](http://www.bangsisland.com)

### **Timeframe and Anticipated Work Schedule**

This is a Monday - Friday position. The typical hours are 6 am to 2pm, but those hours could vary depending on the tides. The oyster farm is inter-tidal, so some work outside of the normal hours may be necessary.

### **Job Description**

We have been farming oysters for less than a year. We took over the Chebeague Island Oyster company with a goal of scaling up the operation and the work has only just begun. This is a unique opportunity to contribute to the scaling up of a small oyster farm to a medium oyster farm. The Pioneer will be overseen by the Oyster farm lead, Zoe, and by the Farm Manager, Tom.

The primary mission of the Pioneer will be to work on the oyster farm with the oyster lead doing all oyster farming activities, while assisting in the planning and implementation of improvements to the farm. Specific oyster farming tasks include: harvesting, tumbling, installing long-lines, density control, moving oysters from winter site to summer site and back, cage cleaning, some farm design research assistance, record keeping, barnacle chipping, and boat riding.

The Pioneer will also complete a small project during their time with us related to oyster farming. The Pioneer and oyster farm lead will jointly decide on the project. Some suggested topics could be: reducing plastic on the farm, oyster longline design, oyster tumbler design, etc.

In addition to the work on the oyster farm, we expect the Pioneer to contribute to the overall operations of the other parts of Bangs Island Mussels as time allows. Normal farm duties include: mussel harvesting, mussel seeding, kelp harvesting (if the dates align), farm prep, farm maintenance, equipment repair and light fabrication, mussel processing, and cleaning. These duties will vary over the course of the program and with the seasonal needs of the farm. The farm duties will also be adaptable to the needs of the Pioneer's project. The oyster farm is inter-tidal, so working with the tides is important.

This role will give the Pioneer unprecedented experience on a unique IMTA farm (Integrated Multi-Trophic Aquaculture) and up to 3 different species in one role. In addition, the Pioneer will have the opportunity to contribute to the scaling up of a farm and make a meaningful impact on the type of growth on the farm.

### **Skills & Physical Requirements**

This is a physical labor-based position. Physical labor is an essential part of the Maine aquaculture industry, and our position is reflective of the physical nature of the industry as a whole.

Previous experience with oysters or other types of aquaculture is preferred but not required. Boat handling or familiarity with working or recreating on boats is highly preferred, but not

strictly necessary. The ability to swim is required, although not a part of the job. The ability to work a physically demanding job, have awareness of one's surroundings, and work in adverse weather conditions is also required.

### **Employer Description**

We are an aquaculture company that grows mussels, oysters, and kelp based in the Old Port of Portland. We are progressive and forward thinking, especially when it comes environmental sustainability. We grow mussels, oysters, and kelp because of the positive environmental services that each species brings to the ocean and their properties as highly nutritious food.

We are relatively vertically integrated into the seafood industry. Our distribution can now access all of the continental US and we are the largest rope grown mussel farm on the East Coast. We are also, potentially, the largest kelp farm on the East coast, but certainly the largest farm to integrate all three species on the continent. Our oyster farming is quite tiny and new to the company, but we have big plans to make it bigger and better! We pride ourselves on putting ocean and environmental sustainability at the top of our priority list, followed closely by food quality and food and crew safety.

## **Community Shellfish (Cora Cressy Oyster Farm)**

Main Location: 656 Waldoboro Rd, Bremen Maine, 04551

Oyster Farm Location: 1 Cora Cressey Rd, Bremen Maine, 04551

<https://www.communityshellfish.com/>

### **Timeframe and Anticipated Work Schedule**

6am-3pm, 8am-5pm, or some variation. It would be 8-hour days but we work heavily around the tides so it tends to shift with them. We don't work when it's dark.

### **Job Description**

We are seeking a dedicated and hardworking oyster farmhand to join our team. This position involves a range of responsibilities focused on the care and maintenance of our oyster farm, including cleaning fouled gear, flipping cages, harvesting oysters, sorting, grading, bagging, and maintaining the overall health of the farm's oysters. The ideal candidate will be reliable, detail-oriented, and able to work in a physically demanding outdoor environment.

### **Key Responsibilities:**

- **Cleaning Fouled Gear:** Regularly clean and maintain farm equipment, including cages, trays, and lines, to ensure optimal oyster growth and prevent disease.
- **Flipping Cages:** Rotate and flip oyster cages to ensure consistent growth and prevent fouling.
- **Harvesting:** Collect mature oysters from the farm for processing, ensuring they meet the farm's size and quality standards.
- **Sorting & Grading:** Sort oysters by size, quality, and health, and grade them according to farm standards.
- **Bagging Oysters:** Pack oysters into mesh bags for transportation or further cultivation.
- **Bag Building:** Assist in constructing bags for oyster containment and farming purposes.
- **Repairs & Maintenance:** Help with basic repairs and maintenance of farming equipment and structures, including cages, lines, and other infrastructure.
- **Cleaning Seed:** Assist with cleaning and maintaining oyster seed (juvenile oysters) to ensure they thrive as they grow.
- **Additional Tasks:** Perform miscellaneous tasks as needed, including assisting in farm expansion or helping with special projects.

Robert Cuddy will be overseeing the pioneer's work on a daily basis. This role will expose the pioneer to all aspects of oyster farming; from seed, to growing, to harvesting, and all the maintenance in between.

### **Skills & Physical Requirements**

- Beginner - Knot tying
- Beginner - Working in and around water, including boat handling and potential wet environments.
- Proficient - Physical stamina and strength to perform labor-intensive tasks, including lifting, bending, and standing for long periods.
- Proficient - Excellent time-management skills and the ability to work efficiently.

Our Pioneer must be able to lift up to 50 lbs., work in wet and slippery conditions, perform frequent bending, squatting, and kneeling, and be willing to be exposed to marine environments and weather.

### **Employer Description**

Community Shellfish has been a seafood distribution company for over 16 years but the farm (Cora Cressy Oyster Farm) started about 6 years ago. We started off experimenting with growing Eastern oysters in a repurposed lobster pound, working closely with the University of Maine and the Darling Marine Center. Since then, we have found our rhythm and have been rapidly expanding our farm. Over the last couple years we've been experimenting with all different types of surface, intertidal and bottom culture gear. Typically we run the farm with 2 full time plus part time help during the Summer but we are looking to expand our crew. We have two farm dogs that help out with the moral support.

## **Downeast Institute**

39 Wildflower Ln., Beals, ME 04611

[www.downeastinstitute.org](http://www.downeastinstitute.org)

### **Timeframe and Anticipated Work Schedule**

The Pioneer will work 8 hours per day, 5 days per week.

### **Job Description**

The Pioneer will work with the shellfish hatchery team and a variety of research teams to develop, implement, and evaluate methods relating to the production of marine bivalves and other invertebrates for research and other programs at DEI's Research Hatchery, as well as seawater labs, experimental labs, tidal impoundments, and offsite rearing locations (nursery, grow out and field research sites and demonstration farms). In addition, the Pioneer will support routine production of seed for sale to commercial farmers to support aquaculture development and generate revenue.

Tasks include: assisting with the production of microalgae stock and mass cultures; performing sanitation and preparation of shellfish production equipment and systems; assisting with spawning brood stock and rearing of larval and juvenile shellfish; performing routine and unique data collection; assisting with field-based experiment; and assisting with Demonstration Farm activities. Brea Salter, Research and Production Hatchery Manager, will oversee the Pioneer's work on a daily basis.

Working at DEI in this role is an excellent way to allow someone to grow their career in the aquaculture industry. As we are a highly multi-disciplinary organization, working with us allows people to "get their feet wet" in many different ways, whether through our shellfish production, outreach and education center, research team, or oyster farm.

### **Skills & Physical Requirements**

The Pioneer should have proficient or advanced communication skills, demonstrate the ability to work effectively in a team, and the ability to take constructive criticism. Everything else can be trained.

Our Pioneer must be able to lift at least 50 lbs, stand/walk for long periods of time, and bend over and lift weight repeatedly.

### **Employer Description**

The Downeast Institute (DEI) is a marine research lab and education center located in Beals, Maine, focused on shellfish research and production. Over 30 years, DEI has conducted applied research on shellfish species, working with community and industry partners to adapt fisheries to environmental changes. DEI also supports education through its marine science field station, offering research facilities, classrooms, and housing for scientists, students, and the public. Last year, our hatchery produced more clam, mussel, and oyster seed than was ever produced at the facility in years past, and we expect to exceed that production again in 2025 because demand for shellfish seed is so high.

*\*Can offer guaranteed housing for the duration of the program\**

## **Ferda Farms**

697 Gurnet Rd, Brunswick, ME 04011

<https://www.bombazineoyster.com>

### **Timeframe and Anticipated Work Schedule**

This position is 7am-3pm, Monday through Friday.

### **Job Description**

As a Pioneer at Ferda Farms, you will play an integral role in the day-to-day operations of our growing oyster farm. This hands-on position is designed for individuals who are new to the aquaculture industry and eager to learn. You will work closely with our experienced farm manager and apprentice, gaining valuable skills and knowledge about sustainable oyster farming in Maine. This is more than a summer job—it's an opportunity to immerse yourself in the rapidly growing aquaculture industry.

#### Responsibilities:

- **Oyster Husbandry:** Assist with monitoring and maintaining the health of oysters
  - Sorting, grading, and tumbling based on size and quality
  - Handling oysters for maintenance activities, including flipping bags and cages to optimize growth
- **Farm Maintenance:**
  - Participating in cleaning, repairing, and organizing farm equipment (including cages, bags, and gear) to ensure operational efficiency.
  - Assisting with boat maintenance and general farm upkeep.
- **Harvesting and Processing:** Support the team in harvesting oysters and preparing them for market
  - Harvesting oysters for market, ensuring careful handling to maintain quality.
  - Washing, bagging, and packing oysters for delivery and sale.
- **Safety and Compliance:**
  - Following safety protocols during farm activities and equipment operation.
  - Helping maintain cleanliness and organization on the farm to meet regulatory
- **Equipment Operation:**
  - Learning to safely operate and maintain small boats and farm-specific equipment, such as oyster tumblers, conveyors, and handling gear.
  - Participating in troubleshooting and problem-solving tasks on the farm.
- **Collaborative Teamwork:** Work as part of a young and energetic team, contributing to a positive and productive farm environment.
- **Educational Growth:** Participate in structured training and gain exposure to the broader aquaculture industry.

The Pioneer's daily and weekly activities will be overseen by our Farm Manager and supported by our current Apprentice. The Farm Manager will set priorities, provide training, and guide the Pioneer through each task. The Apprentice will act as a peer mentor, offering hands-on support and guidance throughout the summer. Weekly check-ins will be held to review progress, address challenges, and set goals for the upcoming week.

This position is designed to provide the Pioneer with a solid foundation in oyster aquaculture. By gaining hands-on experience in all aspects of oyster farming, the Pioneer will develop:

- Practical skills in shellfish husbandry, farm maintenance, and harvesting.
- A working knowledge of sustainable aquaculture practices.
- Experience with aquaculture-specific tools and equipment.
- Teamwork and communication skills in a dynamic, fast-paced environment.

Additionally, exposure to the operations of a young, innovative farm and participation in local industry events will help the Pioneer build a network within Maine's thriving aquaculture community. These experiences will position the Pioneer for future roles in the aquaculture industry, whether at larger operations, hatcheries, or through entrepreneurial ventures of their own.

### **Skills & Physical Requirements**

- Enthusiasm for learning and working outdoors in a hands-on environment.
- A team-oriented mindset and willingness to collaborate with others.
- Commitment to safety and quality in all tasks.
- Attention to Detail - Necessary for tasks such as sorting and grading oysters, as well as ensuring safety and quality during harvesting and processing.
- Teamwork and Communication - Strong interpersonal skills to collaborate with a small, energetic team and contribute to a positive work environment.
- Physical Stamina and Outdoor Work- Proficient ability to perform physically demanding tasks in variable weather conditions, including lifting, bending, and standing for extended periods.
  - Ability to Lift and Carry: Must be able to lift and carry up to 50 lbs repeatedly.
  - Comfort with Outdoor Work: Willingness to work outdoors in various weather conditions, including rain, wind, heat, and cold.
  - Working on Boats and Floating Structures: Comfortable working on boats and floating platforms with potential movement caused by waves and tides.
  - Physical Stamina: Capable of performing physically demanding tasks such as bending, crouching, and standing for extended periods.
  - Dexterity: Ability to perform tasks requiring manual precision, such as sorting oysters and tying knots.
- Knot Tying – Beginner/basic knot-tying skills are helpful for securing equipment and gear. Training will be provided if necessary.
- Boat Handling - Familiarity with small boats is preferred, but training will be provided to ensure safe operation on the farm.

### **Employer Description**

We are Ferda Farms, a young and energetic oyster farm on the beautiful New Meadows River near Bombazine Island, Maine. Founded in 2018, we are passionate about producing premium oysters while embracing sustainability and innovation. As a close-knit and dynamic team, we thrive on collaboration, hands-on work, and a shared commitment to growing the best oysters possible. Recent milestones include expanding our farm operations through a new standard lease and installing a 4.36 kW solar array to power our on-the-water machinery. Joining our team means being part of a growing business with a vibrant culture and a focus on learning and growth.

# **Glidden Point Oyster Farms**

637 River Road, Edgecomb ME 04556

[www.gliddenpoint.com](http://www.gliddenpoint.com)

## **Timeframe and Anticipated Work Schedule**

This position is 6:30am-2:30pm, Monday-Friday.

## **Job Description**

Our Pioneer would be coming on board as a farm hand. They would help with all aspects of running the farm. Throughout the summer we are always harvesting oysters, which then need to be culled out into several different sizes. They will also help grade out our 2024 seed into three sizes that will be deployed back out on the river for the summer, as well as the seed we get in 2025. Every week we need to flip our bags and cages to dry out any biofouling that slows the oyster's growth, which will be done in the water or from a boat. We also wash and pack oysters twice a week on Monday and Wednesday morning, which are then shipped out to our customers. And, of course, we always need help cleaning and maintaining all gear associated with the farming process.

The Pioneer will grade out our market oysters with the help of PVC rings to make sure they are the right size. The 2024 seed will be graded by a machine and is then put into bags at a predetermined density and then deployed out on the water by boat. The 2025 seed is smaller, so it is graded by hand with 6mm and 9mm screens which is also put into bags at a predetermined density and deployed out into our OysterGro cages by boat.

Our Farm Manager, Colin Casey, will oversee the Pioneer's work on a daily/weekly basis to teach them proper techniques to work safely and teach them the reasoning behind why we do certain things the way we do. The Pioneer will come away with a solid understanding of how to properly care for an oyster as it grows and all the different environmental aspects that affect its growth. They will learn about the unique environmental aspects of the Damariscotta River, the life cycle of an Oyster and how they benefit the marine ecosystem.

## **Skills & Physical Requirements**

Boat handling and knot tying are great skills to have, but not necessary. We are willing to teach someone with little to no experience. All they need is a positive attitude and a desire to learn new skills.

Physical requirements include: the ability to lift at least 50 lbs, comfortability working on boats and floating structures, and the understanding that besides breaks and lunch we are on our feet all day.

## **Employer Description**

Glidden Point is first and foremost an Oyster Farm, where we grow the eastern oyster *Crassostrea virginica*. But we are unique on the Damariscotta River because we also have a retail store and Event space to support our local community. The Pioneer will be focused on working on the farm but will have the opportunity to help with some events. One we are most proud of here is our "Paddle for a Purpose", which we co-host with Hardy Roots to raise money for their organization. We also buy and sell oysters from other farms around the state so the Pioneer will have the opportunity to see what other farms are producing.



## **Love Point Oysters**

43 Old South Freeport Road, Freeport, ME 04032

[www.lovepointoysters.com](http://www.lovepointoysters.com)

### **Timeframe and Anticipated Work Schedule**

This position is 8:30am - 4:30pm, Monday – Friday.

### **Job Description**

We are seeking a summer Pioneer to help operate our growing aquaculture business. The candidate chosen for this position will work closely with the two owner/operators and farm crew to facilitate efficient on-water oyster husbandry, farm build-out, general farm and facility maintenance, deliveries, and other duties as needed. Our Pioneer should be excited about gaining hands-on experience in the field of aquaculture, but also understanding the challenges of growing a small business on the water in Maine.

Responsibilities will include (but are not limited to) the following:

- Managing biofouling on the farm via flipping and cleaning oyster gear
- Sorting / tumbling oysters
- Staging oysters into market sizes
- Counting and bagging oysters for market
- Installing and maintaining farm gear on and off the water
- Assisting in boat and facility maintenance
- Helping with deliveries to local wholesalers and restaurants
- Packing oysters for national shipping
- Helping set up and run raw bar events on occasion

### **Skills & Physical Requirements**

Specific Skills needed to be successful will include:

- Experience driving small boats (Beginner)
- Swimming ability and willingness to work from the water (Proficient)
- Strong organizational skills to facilitate efficient work in tight spaces (Proficient)
- Ability and willingness to work outdoors in ALL weather conditions (Proficient)
- Ability to stay on a small boat for 8+ hours a day (Proficient)
- Interest in small business management and growth (Beginner)

Physical Requirements:

- Ability to lift up to 60+ lbs (regularly required to exert up to 20 lbs of force and frequently required to exert up to 50 lbs. of force)
- Ability to sit, stand and/or walk on uneven terrain up to 8 hours per day
- Ability to stoop, bend, kneel, twist, and squat up to 30 percent of the time
- Must have agility and balance to safely climb on machines, boats, docks, etc.

Vision Requirements (with or without corrective lenses): Close vision, distance vision, peripheral vision, depth perception, and ability to adjust focus

Optional Qualities:

- Basic Knowledge of knots and general mechanical aptitude
- Interest in environmental sustainability, marine economies, and ocean food systems
- Service industry experience

**Employer Description**

Love Point Oysters is a boutique oyster farm located in Freeport, Maine. We farm world-class oysters for restaurants and the raw bar industry in an effort to highlight our inherent love of the natural world and celebrate positive, healthy relationships with our oceans and our natural resources. Our small business is fully immersed in the rapidly expanding and changing aquaculture industry, both in Maine and nationally.

## **Madeleine Point Oyster Farm**

Meet at 888 Princes Point Rd, Yarmouth, ME and work out of Madeleine Point (Cousins Island, ME)  
<https://madpoints.me>

### **Timeframe and Anticipated Work Schedule**

The scheduling for this position will be somewhat variable, but generally either 7am - 3pm five days per week or 7am - 5 pm four days per week, and 8-12 Fridays.

### **Job Description**

Our Pioneer will be taught all aspects of shellfish aquaculture and dealership, and will participate in all farm activities from upwelling seed, to oyster tumbling and sorting, bag splitting, drying, inventory management, harvesting with biotoxin (vibrio) management and farm biosecurity, boat handling and safety, and first aid. The Pioneer will assist with the operation of a floating upweller system and seed shaker/sorters, deploying oyster bags/cages on the farm, and operating a full-sized commercial upfeed conveyor/tumbler/sorter and its generators and pumps. The Pioneer will experience the oyster tour as a guest and meet some of our partners to give them different perspectives of and within the industry.

We are sensitive to the nature of experiential learning programs and would commit to giving the Pioneer as broad and varied an experience as possible. If our Pioneer comes to us with training in a specific discipline, we would like to capitalize on it. We have many unanswered questions around using new methods and have a long list of potential research projects. We are also always looking to fine-tune our operating procedures and systems.

Our Pioneer will be mentored daily by Michael Scannell, who completed both the Aquaculture Pioneers program and full apprenticeship program and is obtaining his captain's license, as well as by Nate Henninger, an active EMT, captain, and who has worked on our farm in managerial capacity for >3 years. Thomas Henninger, owner, is also a captain and will oversee the Pioneer on a weekly basis. Thomas a biologist by training and will encourage the Pioneer to understand the biology of the oyster and its place in the ocean ecosystem.

### **Skills & Physical Requirements**

We will teach everything that our Pioneer will need to know to be successful, but some prior boat handling is beneficial and strongly desired.

Our Pioneer must be able to perform repetitive lifting and dragging of objects up to 40 lbs. for several hours per day, and must be very comfortable working on water.

### **Employer Description**

Madeleine Point Oyster Company owns a 6-acre lease in BC, a 3-acre experimental lease off Little John Island, and a 9 acre standard lease pending scheduled public hearing (otherwise favorably reviewed). We run three floating upwellers and we upwelled nearly 2 million seed oysters in 2024. We harvested 450,000 oysters in 2024, 120,000 in 2023, 70,000 in 2022, 30,000 in 2021, and 13000 in 2020. We are a shellfish dealer. We run oyster/wine tours. We operate modern processing equipment such as tumblers, seed shakers, upwellers, hydraulic boomed oyster boats, and a boat mounted hydraulic helical anchor setting device. We have several licensed captains on staff.

# **Maine Family Seafarm Cooperative**

Even Keel Marina (Yarmouth, ME) and Freeport Town Landing (Freeport, ME)

[www.mainefamilyseafarms.com](http://www.mainefamilyseafarms.com)

## **Timeframe and Anticipated Work Schedule**

This position is 40 hours per week. The expected work schedule will be 8am-5pm, Monday-Friday.

## **Job Description**

Our Pioneer will have a hands-on experience that involves playing an active role in the raising of (primarily) American oysters in the busy summer season. The Pioneer's role will involve participating in all stages of the life cycle of these oysters. It is certainly a labor-intensive role and requires lots of work outside and on the water, on the deck of boats and processing rafts, and participating in the process of moving oysters from the farms to market.

Tasks required of our Pioneer will include the sorting and tumbling of oysters by size and marketability, gear maintenance and rigging, the processing of product for market, joining the farmers in community engagement and cooperative business meetings, and exposure to sales and marketing in some instances. Our Pioneer will also gain experience in the upwelling of young seed, the managing of our dealership, and all DMR and HACCP requirements and compliance.

The exposure to a diverse group of farms and business over the course of the summer will be pretty unique. All angles of permitting, growing technologies, compliance requirements, community exposure and networking across a broad group will be part of the experience.

The Pioneer will be overseen by one of our farm owners each day. In addition, we assign a set mentor for single point of contact and coaching depth.

## **Skills & Physical Requirements**

Our Pioneer must have a good attitude toward learning some manual tasks that they may not have done before. None of it is physically straining, but it is not much desk work. The Pioneer must be able to lift up to 50 lbs., be comfortable working on boats at 15-30 feet depth, and be willing to work in a little rain and bright sun (as we mentioned, it is almost all outdoors).

Having prior knot tying experience is not required but is a plus, including: bowline, square knot, sheet bend, clove hitch, and cleat knots.

We will also try to expose our Pioneer to farm-to-table opportunity cycles, so having good public-facing hospitality/customer service skills is a plus.

## **Employer Description**

We are a cooperative of 12 member farmers raising oysters, scallops and kelp. Being a cooperative offers our Pioneer a unique opportunity to experience a diverse set of farming techniques, licenses and leases, permitting requirements, aquaculture gear, business models, and business acumen. We also have several farms involved with Kelp and one member has an active kelp nursery which is new and will provide an additional level of exposure. This diverse exposure we feel differentiates the Pioneer's experience and provides opportunity for a deep exposure to Aquaculture in Maine. Some of our farmer members have interns through other sources which historically have helped provide additional daily peer group relationships.

## **Mere Point Oyster Company**

1087 Mere Point Rd, Brunswick, ME 04011 is our address. To get to our lease, we launch boats at the public boat ramp that is in close proximity to our facility.

<https://www.merepointoyster.com/>

### **Timeframe and Anticipated Work Schedule**

In general, work days will be 7 AM - 3 PM on Monday- Friday.

### **Job Description**

Our Pioneer will be a full-time, seasonal employee at Mere Point Oyster Farm. We also have an MPOC Catering and Events Team that occasionally needs help with various events. This summer, our Pioneer's will work vary between our work float & land-based operations. They will learn how MPOC grows oysters from spat to market and be an integral team member in many facets of the business.

The Aquaculture Pioneer will be working on the farm as a crew member within Nursery & Farm Operations. Daily tasks will vary between harvesting, sorting, packing, and tumbling oysters, biofouling remediation, gear work, "swim" flipping oyster cages, and assisting with nursery seed processes and other husbandry duties. The Farm Manager will oversee work on a daily basis.

Within the program there also will be the opportunity to assist with data collection in tracking the growth of oysters, biofouling mitigation, and operational techniques. The Aquaculture Pioneer will work in multiple operations gaining a wide variety of knowledge.

We focus on teaching the "big picture" of the farm and the reasoning behind the process of each assigned task. Team members have advanced their career within MPOC, graduated the MAA Apprenticeship Program, and beyond MPOC at other employers within the industry. The farm has a set of processes we've established which are critical to running a successful oyster farm. MPOC is a great place to learn from our highly skilled workforce. A motivated worker will learn a lot from our dedicated staff.

### **Skills & Physical Requirements**

MPOC is hiring beginner crew members. Candidates will be taught the necessary skills. Preferred skills include attention to detail, willingness to learn, and a positive attitude.

Our Pioneer must be able to work strenuous days on the ocean, work in all weather conditions, lift a minimum of fifty pounds, and be comfortable working on a work float daily.

### **Employer Description**

In 2015, Doug Niven and Dan Devereaux officially formed Mere Point Oyster Company (MPOC). Mere Point Oyster Company operates in Maquoit Bay using floating cages to grow oysters. We pride ourselves on our stewardship of the bay, community involvement, and growing delicious oysters. At MPOC we have a driven team of passionately skilled personnel who love what they do.

## **Nauti Sisters Sea Farm**

We typically meet at 47 Dartmouth Street, Littlejohn Island (Yarmouth, ME). This is the location of our equipment yard and boats. It is approximately 10 minutes from our mailing address (1 Lone Pine Lane, Yarmouth) where we also sometimes meet and work from.

<https://www.instagram.com/nautisistersseafarm/>

### **Timeframe and Anticipated Work Schedule**

The typical schedule is 7:30am - 3:30pm, but this is weather dependent. We try to organize as a team to ensure that if the Pioneer or other team members have another job or long commute that we can accommodate within reason.

### **Job Description**

Our Pioneer will be a key part of the Nauti Sisters Sea Farm team, diving into exciting, hands-on work and collaborating with a passionate crew to overcome challenges and drive innovation. You'll have the chance to get involved in every aspect of oyster farming—from cultivation and maintenance to harvesting, grading, and packaging, as well as gain experience with equipment maintenance and product delivery. As part of our ecotourism efforts, you'll help our captains lead engaging farm tours and interact with visitors, sharing your love for Maine's working waterfront. You'll also work with cutting-edge, solar-powered technologies like our electric work barge and refrigerated unit, gaining exposure to sustainable practices and innovative solutions. We provide opportunities for interns to engage in diverse aspects of our operations, ensuring a well-rounded experience that helps them grow their career in the aquaculture sector.

In addition to the day-to-day farm activities, this position offers exciting opportunities to represent Nauti Sisters at local events, festivals, and industry gatherings, giving you a chance to connect with the community and promote the farm's mission. You'll also have the opportunity to visit other farms, learning from industry leaders and gaining valuable insights into different aquaculture practices. With plenty of room for growth, creativity, and collaboration, this role offers a dynamic and rewarding experience where you'll not only develop your skills but also contribute to a thriving, mission-driven team.

Alicia Gaiero will serve as the lead supervisor, while the Pioneer will work under the daily guidance of our Farm Manager, Amy Gaiero, for day-to-day tasks and support. We work closely with our Pioneer and other interns to identify any specific goals or skills they wish to develop, providing tailored opportunities to help them grow in those areas. This role offers exposure to a variety of skills and responsibilities in a dynamic, sustainable farming environment.

### **Skills & Physical Requirements**

To be eligible for the Pioneer position, candidates must be able to lift at least 50 lbs and have the physical stamina to handle heavy equipment, oyster bags, and other materials. They should be comfortable working in wet and variable conditions, including rain and mud, and able to perform tasks in outdoor environments. The role also requires comfort with boat handling and working on floating structures such as docks and platforms. Candidates must be able to kneel, bend, and stoop for extended periods, and be capable of performing repetitive tasks like sorting and grading oysters. Good balance and coordination are also essential.

Beyond physical requirements, the ideal candidate is also team oriented, a strong collaborator, demonstrates initiative, and shows problem-solving skills. Experience with social media marketing is a plus but not required.

### **Employer Description**

Nauti Sisters Sea Farm is a small-scale, female-owned and operated oyster farm located in Yarmouth, Maine. We specialize in growing premium oysters with a focus on sustainability and innovation. Recent milestones include the development of a fully solar-powered electric work barge and a solar-powered refrigerated unit for transportation, aimed at reducing environmental impact and electrifying the cold chain for oysters.

Our inclusive team, which includes individuals of all genders, offers workforce development opportunities, particularly for young women and marginalized individuals. As a part of our business we provide ecotourism experiences through educational tours and hands-on activities to connect people with Maine's working waterfront. Our primary species is the American oyster, known for its exceptional flavor and quality.

# Nor'Easter Oyster Company

Our farm is located in South Bristol, with farm access at Riverview Road. Our processing facility is located at 36 Bath Rd., Brunswick, ME 04011. Most of our team resides in Brunswick and we will have many resources and opportunities for carpooling if transportation between locations is an issue.

[www.noreasteroysterco.com](http://www.noreasteroysterco.com)

## Timeframe and Anticipated Work Schedule

This position is for 5 days a week, up to 40 hours per week. Generally, the schedule will be Monday - Friday, with farm work taking place between 7 am and 3 pm. The days of the week may vary based on our processing facility volume, as well as our event schedules. In the event there is a weekend event our Pioneer would like to work, we will coordinate with his/her schedule.

## Job Description

Our team is on a mission to mentor the next generation of aquaculture pros who are ready to shake things up, innovate, and leave their mark on the industry. If you're looking for a hands-on, multi-faceted opportunity where you'll learn the ins and outs of sustainable aquaculture while making a tangible impact, this is it. You'll dive headfirst into three key areas of our business, working with a team that's not just experienced but absolutely obsessed with oysters and sustainable seafood:

1. **Oyster Farm Experience:** Work alongside our co-owner, Sean Corcoran, who's managed massive oyster farms from Maryland to Maine. In summer 2025, we're launching new farm locations in beautiful South Bristol, and you'll have the experience to be in the thick of it—learning how to build, maintain, and run an oyster farm from the ground up.
  - Get your hands dirty (literally) with seed care, maintenance, grading, and harvesting;
  - Master a variety of oyster growing techniques and equipment (e.g. top-culture oyster cages), bottom culture harvesting, and use of the Flip-Farm system.
2. **Shellfish Processing & Value-Added Product Innovation:** Step into our processing facility, where the magic happens. We work with fellow sea farmers to transform excess oysters into innovative, value-added products that wow seafood lovers.
  - Gain firsthand experience in how a shellfish processing facility operates, including opportunities to work in product receiving, oyster shucking, packaging, and quality control;
  - Dive into food safety and learn how to navigate health and regulatory requirements in Maine (we are offering our Pioneer the opportunity to become HACCP-certified, if desired);
  - Attend product development and quality review meetings with our team at our co-packer facilities (e.g. smokehouses, chowder plants, and canning facilities) to evaluate and innovate our up-and-coming products.
3. **Community Engagement:** Nor'Easter is all about community, and we're out there repping our products at festivals, pop-ups, and events all summer long. You'll be front and center, learning how to market, engage, and build buzz around sustainable seafood.
  - Sharpen your entrepreneurial skills with mentorship on market dynamics, customer engagement, and supply chain logistics;
  - Represent our brand at food festivals, and pop-up events, getting a firsthand look at how storytelling drives sales.

Our Pioneer will spend 2-4 days a week on our oyster farm sites, with frequency depending on weather, volume, and sales. All farm work will be under the mentorship and supervision of co-owner, Sean Corcoran. The Pioneer will gain experience in assisting with an oyster farm build-out (e.g. installing



anchors, splicing lines for cages, helping assemble cages, and helping to install the lines of cages). Our Pioneer will also be on-site when oyster seed is received for the year, and will work with the farm team in deploying oyster seed, and then sorting, sizing, and splitting oyster seed throughout the summer. As we work with a number of farms for our business, there will also be opportunities to harvest oysters from both surface cages, and off-bottom, and assist our dive team on their dive harvests.

Our Pioneer will spend 1-2 days a week working with our production team in our processing facility in Brunswick. Here, our Pioneer will assist in receiving oysters from other farmers, shucking oysters for value-added products, packaging oysters for value-added sales or further processing by our co-packers, and assisting in record-keeping and regulatory requirements. Throughout the summer, there will be a number of opportunities for our Pioneer to travel with our Production Manager, co-owner, Jacqueline Clarke, to a number of product development and quality meetings with our co-packers, including smokehouses, chowder facilities, and canneries.

Finally, our team participates in a number of community events throughout the summer to promote our brand and our products. Our Pioneer will have the opportunity to assist at Summer Food Festivals (e.g. Freeport Oyster Festival), our bi-monthly oyster and seafood series at Lambs (South Portland), and other seafood events. Our Pioneer can assist with any / all aspects of these events including marketing, food prep, and event attendance (including sales, shucking, kitchen prep, etc).

### **Skills & Physical Requirements**

Skills:

- Basic boater safety (Beginner)
- Swimming and comfort in a marine environment (Proficient)
- Basic knowledge of handling perishable products and food safety standards (Beginner)
- Ability to present seafood products to customers at markets, festivals, or events (Beginner)
- Social media savvy- comfort with promoting seafood products or businesses via platforms like Instagram or TikTok (Beginner)
- Prior experience with oyster shucking is a plus, but not required - we're happy to teach you!
- A desire to learn about the life cycle of seafood – from farming, to processing, to plate

Physical Requirements:

- Ability to lift at least 50 lbs
- Weather Exposure – farm work is outdoors, so you'll be exposed to rain, wind, and sun.
- Work may involve wading in shallow waters, walking on uneven or slippery surfaces, or operating from a boat and floating structures.
- Moving gear or working with farm structures may require frequent bending, crouching, or climbing on boats, platforms, or equipment. Further, oyster farming involves navigating some muddy environments, which can be challenging and requires balance.
- Many tasks require collaboration, such as loading or unloading heavy equipment, so good communication and physical coordination with a team are crucial

### **Employer Description**

Nor'Easter Oyster Co. is a multi-faceted aquaculture business with a mission for creating new revenue opportunities for Maine sea farmers by purchasing excess oysters that would otherwise go unused and transforming them into premium value-added products from Maine. We are one part aquaculture farm, and one part shellfish processing facility. Our Pioneer would have the opportunity to be fully immersed in multiple facets of the aquaculture industry and build entrepreneurial skills in the sector—from working on our farm, to assisting with processing, to having the opportunity to visit our partner co-packers and seeing firsthand how oysters are transformed into food products available at grocery stores and fish markets.

## **Oysthers Sea Farm**

208 West Georgetown Road, Georgetown ME is the shop location (gear, tools, bathroom, etc.). The access to the farm is Todd's Landing on the Five Islands Road in Georgetown (4 min from the shop) [www.oysthers.com](http://www.oysthers.com)

### **Timeframe and Anticipated Work Schedule**

This position will be 40 hours per week, with four 10-hour shifts Monday-Friday available. Occasional weekend days may be necessary.

### **Job Description**

We are looking for a reliable and excited Pioneer with a strong work ethic to join us in our 2025 oyster farming season. The Pioneer will be expected to work as a farm hand and help the crew with day-to-day operations. Specific tasks required will include: sorting, culling, counting and grading oysters, helping the team manage biofouling, preparing market-sized oysters, and maintaining gear and equipment.

The Pioneer will be directly mentored by owner, Sadia, and accompanied by potentially one or two other apprentice/hands for the season. Over the course of this program, the Pioneer will receive hands-on training and experience that can help them decide their next move in the aquaculture industry. OystHERS is an excellent example of one person starting a small, successful and growing aquaculture farm. We would love to share how we did it and help our Pioneer develop the skills and decision making tools that have made the business what it has become today. We also have strong friendships and support from adjacent businesses in the industry and would be happy to connect our Pioneer to our network to help with career opportunities.

### **Skills & Physical Requirements**

We are seeking a candidate with a willingness to learn and ability to be flexible with changing tasks and environmental conditions. Safety and compassion to others is a pillar of this business. Strong communication skills, a mind for safety, an ability to prioritize, and treating others with compassion are all expected. Our Pioneer must be able to work independently and on a team. Individuals who can problem solve and work in a fast-paced environment will excel here.

Boat handling, social media marketing, design and sales are preferred skills, however, they are not required.

Potential Pioneers must be able to lift 45 lbs. and work in harsh weather conditions. They must live or be able to reasonably commute daily to the shop. A valid driver's license and dependable vehicle are required. They must be comfortable working on boats and floating structures.

### **Employer Description**

OystHERS Sea Farm is an oyster farm located in the Midcoast region of Maine. OystHERS was started in 2019, by Sadia Crosby (she/her), who grew up in Georgetown in a commercial fishing family. Sadia leads the crew at OystHERS and Pioneers at this farm will work alongside her to learn the process of raising oysters, starting from managing seed through harvesting and finally delivery- plus all the fun stuff in-between. The farm has continued to grow and is now the showcase at their sister-business, OystHERS Raw Bar & Bubbly in Bath, opened in 2023 by Sadia and her sister, Lauren.

## **Pemaquid Oyster Company**

1005 Bristol Rd., Bristol ME 04573. We often meet at the Schooner Landing Marina in Damariscotta and sometimes at our relay site in Clark's Cove, Damariscotta River.

[www.pemaquidoysters.com](http://www.pemaquidoysters.com)

### **Timeframe and Anticipated Work Schedule**

This position is Monday-Friday, 8 AM- 4 PM. Depending on the tide and task at hand, some days in the summer may run a little longer.

### **Job Description**

Our Pioneer will be a full-time member of our crew operating on the farm in the Damariscotta River. Given the scale of our operation, our Pioneer will have the chance to participate in all aspects of the farm - seed upweller and nursery management, sales and marketing, harvesting both from the bottom leases and surface cages, and equipment and boat maintenance. Our Pioneer will have the opportunity to learn boat-handling skills as well as learning basic shellfish biology and husbandry practices. There is also a possibility of conducting research in association with our management team. The work is physically demanding and is mostly outside on the river.

Our Pioneer will work under the direct supervision of the owners, farm manager, and other experienced members of the crew. There will likely be other Pioneers working in and around the Damariscotta oyster community. Our Pioneer can easily integrate within the vibrant local aquaculture community.

### **Skills & Physical Requirements**

Our Pioneer should be comfortable working on the water, in boats and on rafts. Boat handling experience is a plus but not a requirement. Proficiency as a swimmer is also a plus, or at least being comfortable working on the water.

The farm work is physical and can be tiring, whether it's a hot summer day or a cold, rainy one. The Pioneer should be able to lift 50 lbs and work in inclement weather.

The ability to be a team player, follow directions, and occasionally working independently is important, as is being able to interface with the public and represent the company in a professional manner.

### **Employer Description**

The Pemaquid Oyster Company was established in 1986 on the Damariscotta River. We were the third oyster farm to begin farming Eastern Oysters in the state of Maine. Two of our three owners are PHD marine scientists and often conduct research on the farm. All three of us have held seats on the Department of Marine Resources advisory councils and regularly participate in public relations and lobbying efforts on behalf of the aquaculture industry. While growing the Eastern Oyster is our primary objective, we have experimented in growing quahogs and sea scallops and have recently purchased a small kelp farm.

# **Petit Manan Oyster Company**

1 Francis Road, Steuben, ME 04680

## **Timeframe and Anticipated Work Schedule**

This position is Monday - Friday (typically 8am - 4pm). Start times and end times can be somewhat flexible based on commute, but will usually be based around an 8-hour work day with lunch break.

## **Job Description**

Our Pioneer this summer will be a farm hand who is involved in all aspects of the day-to-day operations on the farm. There are many different jobs carried out on the farm that keep the operation running. Our goal is to have our Pioneer help us carry out those jobs, allowing us to continue to run things as smooth and efficiently as possible.

Daily Job Details include:

- Bringing in gear lines to the work raft for sorting/culling/cleaning
- Running oysters through tumbler/sorter and swapping totes out as necessary
- Hand culling/grading of oysters for market harvest
- Filling gear back with oysters and deploying lines back out onto farm
- Bagging and tagging of market oysters to be prepped for shipment
- Flipping of gear lines on the farm for air drying/biofouling control
- Periodic hose washing of lines when necessary to keep up with biofouling
- General work raft clean-up at the end of the day

Specific Tasks for the Pioneer will include:

- Running the Sorter - Basically, a big tumbler that rotates and tosses the oysters around for size grading as well as shell shaping. We will have you dumping oysters into the hopper and watching over the system as it tumbles the oysters, swapping out totes as they fill and making sure the machinery stays in operation (sometimes gets jams/making sure the water bar doesn't clog). Keeping the oysters size graded from each other as well as shaping is essential in their growth development as well as producing a high-quality product for market
- BioFoul Control - Bags and cages across the farm will be getting flipped over periodically to sun dry. Or, as we harvest or tumble, empty fouled bags get dipped into a hot tank or set to sun dry on the wharf to kill off thick biofouling. We will have you in the boat flipping bags or working on the floating raft dipping bags as we empty them. Keeping the bags clean is essential for optimal water flow through the bags, which is what brings the phytoplankton to the oysters to feed on and grow.
- Culling/ Harvest - Our markets buy both petite and legal oysters, so a huge job on the farm is what we call "culling", which is hand sorting out our market oysters from the smaller oysters that will be returned to the farm for further grow out. Measuring and sorting the market oysters out for easy harvesting and bagging when the orders come in is what keeps the farm going. We will teach you what we look for in a market oyster, why some oysters get returned even if they are technically above market size, and why that's

important from the business standpoint and keeping our buyers happy with a topnotch product

The Farm Manager (Dan Arnold) is on site every day during operations and would be the primary overseer of the Pioneer's work on a daily and weekly basis. Having a Pioneer take on the role as an everyday farm hand will fully immerse them into what it's like to work and be involved on an active Oyster farm. For someone who is interested in the aquaculture industry or the possibility of working with oysters as a future career path, this would be an ideal opportunity to jump in and see exactly what it's like. Whether they love it or realize it's not quite what they are looking for, it gives them a chance to explore that option and at least give them a taste of what a career in oyster farming would look like.

### **Skills & Physical Requirements**

Skills:

- Boat Handling (Beginner)
- Knot Tying (Beginner)
- Ability to work independently (Beginner) – Our Pioneer will never be left alone unless they are fully comfortable with a given task or job.
- Ability to work in group settings (Proficient)
- Communication skills (Proficient) - Ability to interact with other employees and ask questions for knowledge or guidance when needed

Physical Requirements:

- Ability to lift at least 50lbs
- Comfortability working on boats/floating structures
- Ability to swim is highly recommended, but not required
- Ability to stand or move around for extended periods of time is required

### **Employer Description**

Petit Manan Oyster Company is a small but growing oyster farm started in 2020. Located a few miles up from the Petit Manan Point lighthouse on Dyer Bay, Steuben, the Francis family has owned and operated their lobster pounds and wharf since the 60's. Within the last decade, the pound usage for lobsters has slowly gone by the wayside as the fishery continues to shift and change. Through a desire to provide an alternate and sustainable usage of the pounds, we decided to give oysters a try.

Our inaugural seed crop was introduced in the spring of 2020, making us one of the first successful farms in Downeast Maine to have utilized existing lobster pounds into a fully functioning oyster farm. Primarily, we are a surface growing operation, deploying floating gear across our two-pound lease sites totaling 6.5 acres. We currently grow and handle around 1.2 – 1.5 million oysters on the farm.

*\*Guaranteed housing for the duration of the program is available in Franklin, ME (~35 minute commute) for \$450/month. Housing will be coordinated through the Aquaculture Pioneers program rather than through Petit Manan Oyster Company\**

## **Saltwind Seafarm**

Mailing Address: 2 Mayflower Dr Scarborough, ME

Primary location of operation: Pine Point Co-Op (GPS - Stern Seafood Restaurant)

<https://www.instagram.com/saltwindseafarm/>

### **Timeframe and Anticipated Work Schedule**

This position is Monday - Friday for roughly 8 hours a day with some exceptions. We are flexible and willing to make adjustments within reason.

### **Job Description**

Saltwind Seafarm is a rapidly growing oyster farm based out of the Scarborough River in Pine Point, Maine. We provide high quality oysters to local restaurants, fish markets and wholesale distributors.

Our Pioneer will work directly under Lucien, our Farm Manager. Together they will work on all things related to the oyster cultivation operation, including but not limited to: cleaning, sorting, tumbling and flipping the oysters on a weekly basis, rigging lines and other gear to secure the farm, harvesting large orders for our customers, and assuring the oyster dealership is clean and running smoothly. These tasks will take up the majority of the working hours. The work is physically demanding but rewarding for those who like hands-on outdoor work.

After a summer working on Saltwind Seafarm, the Pioneer will develop a basic understanding of how to grow oysters from 2mm seed all the way up to market sized 3-inch shells. The Pioneer's experience working with a wide range of oyster sizes and seeing all aspects of farm management will make for the development of a skilled and well-rounded worker in the aquaculture industry. After a summer position with Saltwind Seafarm, the Pioneer will be well suited for a higher level aquaculture job.

### **Skills & Physical Requirements**

Our Pioneer must:

- Have the ability to get on and off a boat without assistance
- Have the ability to work 8-10 hours standing
- Be willing and able to regularly lift 50lbs and occasionally up to 80lbs
- Willing to spend several hours in the water in a wetsuit
- Have a strong sense of awareness and attention to details
- Willingness to work in unfavorable weather conditions
- Be willing and able to learn to operate all farm vessels – having beginner boat handling skills is a plus but not required (lots of practice to be had!)
- More advanced knot tying skills are a plus

### **Employer Description**

Sustainably cultivated oysters, proudly raised in Pine Point. We are in our sixth year of business and as we at Saltwind Seafarm have gradually scaled up and produced more oysters each season, we have found the need to reach more buyers for our product. To do so, we started a dealership which allows us to sell as a dealer to restaurants without a shellfish endorsement. This has been a big step towards financial stability as a business, as it ensures we have buyers for our product at all times of the year.

## **Shell+Claw**

110A Raynes Neck Road York, ME 03903 & Sewall's Dock 3 Seabury Road York, ME

<https://www.shellandclaw.com/>

### **Timeframe and Anticipated Work Schedule**

This position will be 5 days per week and 8 hours per day. Days of the week and hours can be flexible. Many days and hours are weather dependent. Flexibility is key.

### **Job Description**

Shell+Claw is a pioneering and innovative company poised to tackle the dual challenges posed by invasive European Green Crabs: ecological harm and economic strain on Maine's coastal communities. Over the past three years, we have refined methods to cultivate soft-shell green crabs, positioning them as Maine's next big seafood delicacy while laying the foundation for a sustainable green crab fishery.

A significant milestone in our journey is the recent acquisition of a one-acre aquaculture lease on the York River, the first of its kind dedicated to molting our green crabs and cultivating oysters. This lease is critical to our growth and the broader establishment of a green crab industry in Maine. It will allow us to scale operations tenfold, test new gear designs and methods, and increase production to meet our local demand. Beyond production, the lease will serve as a vital educational hub where we can train Maine's harvesters and aquaculturists to replicate our molting techniques, creating a ripple effect of economic and ecological benefits.

Our Pioneer will be exposed to all aspects of the process of molting green crab from fishing the crabs to delivering the soft-shell product to the restaurant. They will assist in scientific research as our company tests the efficiency of various methods of crab storage, feeding regimens, and sorting practices. When the green crab season comes to an end in early July, our pioneer will pivot to our oyster operation as our first crop of seed will be arriving. Our pioneer will assist in the transition from a crab farm to an oyster farm by building and setting floating oyster gear and bags. They will spend the remainder of the summer tending to our baby oysters.

One of the farm's co-owners (Sam Sewall and Mike Masi) will oversee the Pioneer on a daily/weekly basis. Quenton Convery, our Pioneer from last year, will be joining our company as a full-time employee and will also be able to support our Pioneer for the 2025 season.

### **Skills & Physical Requirements Skills:**

- Boat Handling and ability to operate an outboard
- Customer Service- ability to converse with chefs and restaurant owners about product quality and feedback
- Comfortability around water
- Ability to comfortably lift 50 lbs.
- Ability to stand for several hours a day
- Social Media Marketing (bonus skill)

### **Employer Description**

We are a 1-acre farm on the York River in York, Maine. We are the first and only farm permitted to cultivate soft-shell green crabs. We provide the opportunity for our Pioneers and interns to be creative and innovative as we work to establish a green crab fishery in Maine.

## **Wolfe Neck Oyster Company**

Mailing Address: 72 Commercial St Box 1, Portland, ME

Primary location of operation: Yankee Marina (Yarmouth, ME)

[www.wolfeneckoysters.com](http://www.wolfeneckoysters.com)

### **Timeframe and Anticipated Work Schedule**

This position is generally 35-40hrs/week, Monday - Friday from approximately 8:00am -3:30pm. We adjust start and end times depending on weather conditions and also for low tide harvest work which occurs a couple days per month during drainer tide conditions, occasionally on weekends.

### **Job Description**

We are seeking Pioneer who is interested in participating in all aspects of our farm business and who can continue to run ongoing experiments on our farm related to growth rates and environmental monitoring. We would welcome our Pioneer's interests to help shape new research project inquiries. Our Pioneer will gain experience with a number of farming practices while working on our barge-tumbler platform, on the mudflat with the bottom seeded oysters, and from the boat. Participants will be fully involved in farming oysters from their small seed juvenile stage through the process of harvesting and processing oysters for consumers. There are three main components to a position at our farm: nursery operations, farm grow out, and sales fulfillment.

Our nursery is a dock-based upweller system where a Pioneer with interest in data management and population dynamics will begin the day by grading and thinning silos of oysters and collecting environmental data on temperature, salinity, food availability, etc. We track oyster growth, cohort survival, and estimate small oyster (seed) sale timing for other small farmers. Our Pioneer will be asked to help assemble the upweller/nursery system at the beginning of the season and then maintain its functions as the summer commences.

Our farm days involve animal husbandry, farm checks, and inventory management. On farm grow-out days we boat to our lease and provide animal husbandry to eastern oysters in a variety of grow-out methods. Our Pioneer will become familiar with bottom culture, floating, and submerged methods of grow-out. Our Pioneer will assist us in building our floating array system and provide consistent maintenance on site throughout the season: building/submerging cages of oysters and in turn learning basic knot skills, and various de-biofouling tasks and change-out of gear. Our Pioneer will gain boating skills, marine skills such as knot tying and navigation, and general farming skills as well as are encouraged to participate in farm planning and inventory management off water.

Lastly, on harvest days we process and deliver oysters to buyers in greater Portland, ME and beyond. A Pioneer working in this capacity will see how the local market is structured, learn about pricing, market development and grow familiar with licensing/handling/regulatory requirements and supply chain logistics.

Another exciting opportunity for our Pioneer will be to participate in "drainer tide" or low tide work. Our farm experiences massive low tides for a few days each month, typically around a



new or full moon. During this period, we work directly in the water as the tide is low enough to allow for us to walk across the shallow end of our lease. We will conduct inventories of product, do basic maintenance, and harvest our direct seeded oysters by hand - an incredibly beautiful and special harvesting opportunity!

Our Aquaculture Pioneer's work will be guided by Farm Managers Hillevi Jaegerman and Alexis Resnick. We seek a candidate who is willing to fully integrate themselves with our small team for the season. Part of what has attracted the current employees of Wolfe Neck Oyster Co. to this industry and to this crew is that we value each other's unique backgrounds, ideas and questions.

This role will provide an incredible opportunity for those looking to grow their careers in the aquaculture industry. Pioneers will receive hands-on experience in all things oyster farming, providing a well-rounded education for one looking to learn about all the different options/practices that could be used on a farm. Participants will learn not only what it takes to grow an oyster, both in a nursery system and using a variety of grow-out methods, but they will come away with an understanding of the challenges, lessons, and reality of running an aquaculture business. Participants will be valued on the team and their insight and opinions will be encouraged, providing the opportunity for problem solving and real time growth of their skills.

### **Skills & Physical Requirements**

A successful candidate will have experience working in a group/team and must have a positive attitude. They must be prepared and able to work outdoors, as most of our work takes place outside on a floating barge.

We welcome any proficient and advanced technical skills as 'above and beyond' attributes of a potential candidate, including data/research skills, boating and trailering, and programming. Beginner skills in research, social media, and boating would be preferred but are also not necessarily required.

### **Employer Description**

Wolfe Neck Oyster Company is a women-led, small-scale business cultivating Eastern oysters. We use mixed methods farming including bottom and floating culture. Throughout the growing season we run continuous data collection of growth rates, environmental variables, and gear success. We have increased our growing capacity each year since relocating to our current lease. Past Pioneers have gone on to incorporate both inspiration and also data collected on our farm for their thesis work in completing their undergraduate degrees. We recently passed the milestone of 10 years in operation!