

Bangs Island Mussels

72 Commercial St. #15 Portland, ME 04101

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.

Glidden Point Oyster Farms

637 River Road, Edgecomb ME 04556

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.

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

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.

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.*

Wolfe Neck Oyster Company

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

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

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!