

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.

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!