

Oyster Farmer



Reports to: Grow-out Operations Manager & Packing Plant Operations Manager

Work Location: 321 State Rt 129, Walpole, ME 04573

FLSA Classification: Exempt

Job type: Full-time

Supervisory Responsibilities: N/A

Summary/Objective

Oyster Farmers are employees raising and processing millions of oysters for wholesale annually. Job tasks involved in this process include handling seed, gear maintenance, biofouling control, harvesting, thinning, cleaning, sorting, and packing oysters. Oyster Farmers are the essential front-line workers producing Mook Sea Farm's product.

Schedule and Compensation

This is a full time, year-round job with hourly pay and benefits. Paydays are bi-weekly on Thursdays. The schedule is generally Monday - Friday every week. The shifts are 6am-2pm daily. Daily shifts are approximately 8 hours; this position requires a flexible work schedule that may vary in the number of hours worked in a day, or in which the stop times may vary. Holiday and weekend work is occasionally required, and employees can "bank" holidays for future Paid Time Off.

Pay Range: \$16 - \$22/hour

Benefits Offered:

- Dental insurance
- Vision insurance
- Health insurance
- Health savings account
- Paid time off
- Retirement plan
- Short-term disability

Essential Functions

Oyster Farmers are tasked with reliably carrying out daily production tasks with a high attention to detail. Some of the key duties/functions include:

- Accurately measuring and filling seed into harvest bags and deploying them at MSF river leases.
- Raising, sinking, and towing gear in accordance with MSF's overwintering plan.
- Carrying out biofouling management by flipping cages.
- Harvesting market sized oysters and restocking MSF's Oyster Inventory Room.
- Sorting, washing, and packing oysters to fulfill customer orders/sales.
- Maintaining and caring for gear as needed both on land and on water.
- Upholding sanitation and safety regulations within the packing plant and while working at MSF's river leases.
- Taking direction from supervisors and giving a solid effort as member of our team.
- Complying with all Mook Sea Farm standards and policies.
- Taking responsibility for actions/contributions and working to follow-through on MSF's collective efforts.
- Working continuously to improve efficiencies of job responsibilities.
- Maintaining clean/organized locker space and work areas.
- Maintaining occasional availability for work outside of 8 hours or 5 days a week.
- Maintaining a valid driver's license.

Education, Skills, and Abilities

Prior experience or relevant education and related experience is not required, however, previous experience with manual labor is beneficial. Mook Sea Farm will provide on the job training to Oyster Farmers. Employees should have an interest in the work, a positive attitude, a keen attention to detail, and a strong work ethic. This position offers the opportunity to learn and practice skills that are required for our aquaculture farm's success. Oyster Farmers are expected to learn skills effectively and in a timely manner. They should be able to follow directions from their supervisors and work at a reasonable pace and in a cooperative manner towards our staffs' collective goals.

Oyster Farmers need to be able to:

- Communicate clearly, directly, and consistently (Both verbally & in writing).
- Maintain professional demeanor while at work.
- Reliably follow strict protocols.
- Manage time and complete tasks effectively.
- Participate in collaborative problem solving.
- Work systematically, think critically, and problem solve.
- Operate a variety of large equipment, vehicles, and watercraft as needed and only if trained to do so.
- Maintain a valid driver's license and reliable transportation to and from work.
- Work in a variety of challenging conditions.

Work Environment

Oyster Farmers should be comfortable working as a part of team. The work environment is loud, and employees are exposed to a range of environmental conditions on the Damariscotta River and in our packing plant. Oyster Farmers should be comfortable working in a variety of challenging conditions. The work involves a lot of equipment maintenance, and the work can be wet/dirty.

Physical Expectations

This position requires an average of eight hours per day of standing and moving, sometimes on boats, and requires physical strength, balance, hand-eye coordination, and stamina necessary to complete work at the farm. The position requires an ability to lift, push, and/or pull up to 75 pounds, and requires manual dexterity to operate a variety of equipment. There should be no aversion to manual labor.

Travel

Travel expectations are uncommon, but travel can be a part of the job. When an employee uses their personal vehicle to travel, they will be reimbursed at the federally recommended reimbursement rate for mileage. Employees are expected to submit mileage forms to receive reimbursement. Employees are paid for time spent working, even when the work begins or ends at a location other than Mook Sea Farm. For travel that exceeds one business day, Mook Sea Farm will enter an agreement with the employee to compensate for time, mileage, and expenses.

Acknowledgement of Job Description



Employee Name _____

Signature _____

Today's Date _____

By my signature, I acknowledge that I have read, understand, and agree to fulfill the duties and expectations laid out in this job description.

Employer Representative _____

Signature _____

Job Title _____

Today's Date _____

By my signature, I acknowledge that I have read, understand, and agree to hold the employee in this position accountable for the duties and expectations listed in this job description.

Mook Sea Farm is an Equal Opportunity Employer

This job description may not cover or contain a comprehensive listing of all activities, duties, or responsibilities that are required of the employee. Duties, responsibilities, and activities may change, or new ones may be assigned at any time with or without notice. Mook Sea Farm will do its best to work with employees to keep added job duties within the general scope of the job description.