



## **Job Posting – Sustainable Seafarming Coordinator**

### **VALUING LIVED EXPERIENCES**

EAC's vision is of a just and vibrant world of respect, belonging and ecological resilience. As a team we are working to decolonize, further equity and dismantle the harmful systems at the root of the interconnected crises of environment and justice that we tackle every day. We strive to bring an equity lens to all that we do including by building a strong and diverse team.

We strongly encourage applications from individuals from equity-deserving groups including, but not limited to: African Nova Scotian and other racialized people, Mi'kmaq and other Indigenous people, lesbian, bisexual, gay, transgender and queer people, and persons with disabilities. If you are a member of an equity-deserving group, and feel comfortable doing so, we encourage you to self-identify in your cover letter or application. We prioritize diversity in our selection process.

### **ABOUT US**

The Ecology Action Centre (EAC) is a fierce and creative environmental charity based in Mi'kma'ki/Nova Scotia. Since 1971, we have proudly tackled critical environmental issues from biodiversity protection to climate change to environmental justice. Grounded in community, we act as a watchdog, convenor, mobilizer and incubator, taking a holistic approach to the environment and the creation of a just and vibrant world.

We strive to promote a diverse and inclusive organizational culture that emphasizes collaboration, caring, quality work, and real impact. We value our members, volunteers, employees, and partners and strive to create a space of respect, belonging and resilience.

We have a team of passionate and determined people who share ideas and inspire others to create systemic change in the face of urgent, complex environmental issues.

### **ABOUT THE ROLE**

The Sustainable Seafarming Coordinator will support and expand EAC's Kelp Kurious program, advancing an emerging seaweed aquaculture industry and market in Atlantic Canada. The Coordinator will lead the hands-on aspects of the program at our seedling hatchery and on the farm in collaboration with the project team. They will engage with Rightsholders and stakeholders to ensure strong partnerships for research and advocacy on sustainable seafarming, and support policy and regulatory improvements across the sector.

### **ABOUT YOU**

You are excited about seaweed and shellfish seafarming as an opportunity for coastal communities. You bring real-world experience in the seafarming industry and seafood supply chains as well as policy knowledge. You bring a passion for hands-on work and comfort on the water so you can dive into managing our seedling nursery, support our harvest crew, and be the point person for our on-water research partnerships. You know the importance of following protocols and maintaining detailed documentation. You are keen to apply your experience to the



project's initiatives to convene seafarming stakeholders and advance market research resources and policy priorities to spur the development of the industry in Atlantic Canada. A creative problem solver, you are willing to roll up your sleeves and work hands-on while also meeting with seafarmers, communities, and government officials.

### **KEY ELEMENTS OF THE POSITION**

- Managing day-to-day seaweed seedling nursery from wild tissue collection to out-planting on farm site; includes quality control, following and improving SOPs, documentation and data monitoring
- Coordinating on-site research with partners
- Coordinating on-vessel kelp harvest, processing, and deliveries schedules
- Offering direct support to aspiring seafarmers to navigate permitting processes, connect to resources
- Building vision and opportunities for shared processing and marketing
- Support team members advancing improvements in seafarming policy, regulation, and market development; engaging with government, partners, and public channels
- Conducting research and creating materials that will inform the project goals and sector stakeholders
- Keeping abreast of developments in the broader industry, markets, research, and policy development
- Contributing to EAC's public communications efforts on the development of Atlantic Canada's seaweed and shellfish farming sector
- Establishing and nurturing relationships with organizations, institutions, and people in communities that are interested in partnerships, support, and shared learning
- Completing financial and other funder reporting as required

### **WHAT YOU BRING**

- 2 years experience in seaweed and shellfish aquaculture operations and clear understanding of the sector and related regulations
- 3 years experience with seafood markets and supply chains, related permitting, and safe handling SOPs
- Degree or equivalent experience in marine studies, fisheries and/or aquaculture policy
- Experience in community engagement and comfort leading workshops, planning events and coordinating meetings
- Ability to work independently and as part of a team, effectively manage multiple tasks, and use time efficiently.
- A creative, problem solver who demonstrates a willingness to pitch in with a variety of tasks and activities as needed to deliver the project goals
- Safety conscious and attention to detail, follow SOPs
- Available to work on the occasional evening / weekends; willing to travel.
- Diving certifications and / or snorkeling experience
- Ability to lift and carry materials, work outdoors, in various weather conditions and stand for extended periods while operating tools.



These additional skills, areas of knowledge and experiences will be considered an asset:

- On the water boating skills and/or experience as crew is an asset
- First-Aid training considered an asset

## **TERMS OF EMPLOYMENT:**

- Full-time position
  - EAC has a 4-day work week with Fridays off. This totals 30hrs/week with some flexibility in the workday. Learn more about why [here](#).
- Annual salary will be between \$53,040 - \$59,280 and commensurate with experience
- Cost-shared benefits plan
- This position is located in Mahone Bay, Nova Scotia with some travel required
- 3 weeks paid vacation per year (pro-rated for the 4-day work week), 1 week of paid time off during the winter office closure in December, 12 paid holidays per year and 10 paid wellness days per year
- Anticipated start date September 2025

## **TO APPLY**

Please submit your resume and cover letter [APPLY HERE](#). The closing date is August 27, 2025.

We thank everyone who applied; however, we will only be contacting those who will be interviewed.