



ISLAND ENTERPRISES INC
Weaving a strong business foundation for the
Squaxin Island Tribe's future.

FLUPSY OPERATOR

Department: Clam Fresh Enterprises
FLSA Status: Non-Exempt
Grade/Level: (5) \$21.01 - \$27.32
Opens: 01/22/2024

Job Status: Full Time
Reports To: Nursery Manager
Work Schedule: Varies
Closes: 02/02/2024

POSITION SUMMARY

This is a lead position for shellfish flupsy operations at clam fresh enterprises. The lead occupying this position is responsible for recording data, cleaning, sorting and care taking of manila clam and pacific oyster seed. Employee will assist with land based nursery operations when needed and must be available during weekends.

ESSENTIAL DUTIES

1. Care taking of manila clam and pacific oyster seed.
2. Meeting company expectation in terms of quality control.
3. Maintain and Report inventory numbers.
4. Record and Report the import and export of seed in the flupsy.
5. Sorting of shellfish by size and species.
6. Maintaining cleanliness of flupsy silo's and flupsy structure.
7. Providing beach manager with seed request.
8. Documenting and tracking survival rate of Manila clam and Pacific Oyster seed.
9. Assisting with land based nursery operation when needed.
10. Assisting with greenhouse when needed.
11. Weekly communication with nursery manager pertaining to company needs.

SUPERVISORY RESPONSIBILITIES

- This position is responsible for supervising flupsy technicians.

KNOWLEDGE, SKILLS, AND ABILITIES

To perform this job successfully, an individual must be able to participate as a team member, communicate with management and coworkers, strive to continuously build knowledge and skills of all shellfish flupsy techniques, respond promptly to the needs of the company, and meet commitments and deadlines. It is crucial to have a good knowledge of coworker's schedules so work is efficiently done as a team, with positive spirit. Also necessary is the ability to apply common sense to carry out written and oral instructions.

POSITION REQUIREMENTS

- Knowledge of shellfish nursery systems and seed growth optimization.
- Skill in equipment maintenance and repair.
- Ability to effectively clean and maintain flow systems.
- Proficiency in grading and segregating shellfish seed by size.
- Aptitude for monitoring and documenting seed growth.



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- Delegation skills to distribute tasks efficiently.
- Effective language skills for clear communication.
- Reasoning ability to troubleshoot and optimize nursery operations.
- Commitment to protecting privacy and personal information of customers and staff.

COMPUTER SKILLS

- Basic data entry and spreadsheets for tracking seed growth and nursery system maintenance.

EDUCATION AND EXPERIENCE

Education Required: High School graduation or G.E.D is preferred but not required. Minimum of 1 year experience working in a flupsy system or other nursery system.

Education Preferred: N/A.

Experience: Past shellfish industry experience is preferred.

A combination of education and experience may be considered as a substitute for a degree requirement.

Certificates & Licenses: Must have valid Washington State Driver's License; Boaters safety card/license.

PHYSICAL REQUIREMENTS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. The employee may frequently be required to lift up to 50 pounds. Proper lifting techniques and back supports should be used when working with heavy materials. In addition, the use of safety gear is required for all pertinent jobs. There will typically be itger coworkers that can assist with jobs that require substantial lifting, etc.

While performing the essential functions of this position, employees will be required to:

- Stand and walk for extended periods; climb, balance, stoop, kneel, crouch, or crawl on occasion.
- Lift and/or move up to 100 lbs. regularly, with assistance.
- Use hands repeatedly for various tasks; speak and hear to effectively communicate.
- Mandatory use of safety gear for all relevant tasks.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Working outdoors in all seasons in severe heat or cold weather. Working around heavy equipment and marine vessels. The noise level in the work area is usually moderate.

While performing the essential functions of this position, employees may be exposed to the following conditions:

- Indoor and outdoor areas with mechanical parts and high, precarious places; moderate noise.



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- Potential for wet and slippery floors including handling of cleaning products.

Other Requirements: Must be able to pass a criminal background check and follow the Squaxin Island Tribe's drug policies.

Reasonable Accommodations Statement

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable Accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

Disclaimer

The Company has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills, and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the Company reserves the right to change this job description and/or assign tasks for the employee to perform, as the Company may deem appropriate. Your signature below signifies that you understand the duties, expectations, and contents of this job description.

Preference for Squaxin Indian Tribal members is in effect for this position. The successful candidate will be required to follow the Squaxin Island Tribe's drug policies.

Employee Signature:

Date:

Manager Signature:

Date: