Algae Cultivation Manager

Employment Type: Full-time, salaried

Location: This position is based in Kailua-Kona, Big Island Hawai'i. Relocation assistance is not provided.

Salary Range: $60,000 – $75,000/year

About the Role

We're hiring an experienced Algae Cultivation Manager to lead day-to-day operations at our algae farm, producing high-quality algae biomass for aquaculture feed. You'll own the full cultivation process — from strain selection and growth optimization to harvest and quality control — and will directly supervise our Cultivation Technician. We are a startup and need all hands-on deck in a lean working environment to accomplish great things!

Key Responsibilities

- Manage all aspects of algae cultivation, including strain maintenance, scale-up, and production-scale growth in photobioreactors and/or open ponds
- Monitor and optimize culture health: nutrient dosing, pH, temperature, light exposure, CO2 delivery, and contamination control
- Develop and refine standard operating procedures (SOPs) for cultivation, harvest, and quality assurance
- Troubleshoot production issues (culture crashes, contamination, yield drops) and implement corrective actions
- Track and analyze production data (growth rates, biomass density, yield) to drive continuous improvement
- Ensure biomass output meets nutritional and quality specifications for aquaculture feed customers
- Supervise, train, and coordinate daily work of the Cultivation Technician Maintain inventory of cultivation supplies, nutrients, and consumables
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- Ensure compliance with relevant biosafety, environmental, and food/feed safety regulations
- Support facility planning and capacity expansion as the operation grows

Qualifications

- Bachelor's degree in Phycology, Biology, Aquaculture, Biotechnology, or related field (or equivalent hands-on experience)
- Algae Technology Education Consortium curriculum a plus, offered at Windward Community College in Hawai'i

- 3+ years of hands-on experience in algae cultivation at production or pilot scale
- Strong understanding of algal physiology, culture systems (open pond, raceway, or photobioreactor), and contamination management
- Experience with water quality monitoring and analytical lab techniques (cell counts, microscopy, nutrient analysis)
- Proven ability to troubleshoot production problems independently
- Experience supervising or training staff preferred
- Comfortable working in an outdoor/industrial farm environment and variable weather
- Detail-oriented, reliable, and able to follow SOPs precisely
- Prior experience in aquaculture, agriculture, or a related field is a plus, but not required
- Passionate about sustainability and contributing to the local HI economy
- Team-oriented with a collaborative mindset
- Detail-oriented and adaptable in a fast-paced environment
- Ability to transition from R&D to manufacturing as needed
- Aligned with Namaka's core values and long-term vision

About Us

Nāmaka Algae is a Hawaii-based company focused on cutting edge innovation in algae technology. We are committed to developing technology that supports cost-effective algae production for aquaculture and animal feed ingredients, in Hawai'i and globally. We are driven by values of stewardship, integrity, innovation, excellence, reliability and compassion. Nāmaka Algae offers the opportunity to work on impactful technology in a mission-driven company. We foster an inclusive and supportive culture grounded in respect, creativity, and local community empowerment. We are an early-stage company with an ambitious technology development trajectory coupled with a rapid commercialization strategy. We are looking for a passionate, team-oriented individual ready to innovate and build alongside us to join our world class team.

What We Offer

- Opportunity to make a positive impact on Hawaii's economy and the global environment
- Collaborative, value-driven work environment
- Professional growth and skill development
- Competitive compensation and benefits, including company stock options
- Opportunity to be part of an early start up as a core employee contributing to the company's trajectory, values and working closely with the company founder

To Apply

Send your resume and a brief note about your relevant experience to valerie@namaka-algae.com, with "Cultivation Manager Application – [Your Name]" in the subject line. We are targeting a September 1 start date, so please include your availability. Due to the volume of applications, we'll be in touch directly with candidates selected for an interview.