Algae Cultivation Technician

Employment Type: Full-time, salaried

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

Salary Range: $45,000 – $52,000/year

About the Role

We're looking for a hands-on Algae Cultivation Technician to support day-to-day farm operations under the direction of our Cultivation Manager. This is a hybrid role: part facilities/maintenance (including basic plumbing) and part lab support (culture monitoring, sampling, and testing). You'll be essential to keeping the farm's systems running smoothly and cultures healthy. We are a startup and need all hands-on deck in a lean working environment to accomplish great things!

Key Responsibilities

- Assist with daily cultivation tasks: feeding, monitoring, and maintaining algae cultures across production systems
- Perform routine water quality testing and lab analysis (pH, dissolved oxygen, cell density, microscopy)
- Maintain and repair plumbing systems, pumps, tubing, and fittings used in cultivation and water circulation
- Perform general equipment maintenance and troubleshooting (aeration systems, sensors, filtration)
- Support harvest operations, including biomass collection and processing
- Clean and sanitize cultivation vessels, lab equipment, and work areas to prevent contamination
- Maintain accurate logs of maintenance activities, water quality readings, and culture observations
- Assist the Cultivation Manager with implementing SOPs and process improvements
- Support inventory tracking and ordering of supplies

Qualifications

- High school diploma or equivalent required; associate degree or coursework in biology, aquaculture, or a technical trade a plus
- Algae Technology Education Consortium curriculum a plus, offered at Windward Community College in Hawai'i
- Basic plumbing skills (pipe fitting, pump maintenance, troubleshooting leaks) required
- Experience with lab techniques (sampling, basic microscopy, water testing) preferred but willing to train the right candidate

- Comfortable working with hands-on mechanical and biological systems
- Detail-oriented, reliable, and able to follow SOPs precisely
- Willingness to work outdoors and in variable weather conditions
- 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 Technician 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.