



University of Maryland  
CENTER FOR ENVIRONMENTAL SCIENCE  
HORN POINT LABORATORY  
OYSTER HATCHERY

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## 2021 Oyster Hatchery Internship Opportunity

*Interns will work alongside oyster biologists to create a positive and successful hatchery season.*

**Where:** University of Maryland Center for Environmental Science Horn Point Laboratory Oyster Hatchery located at 2020 Horns Point Road in Cambridge, on Maryland's Eastern Shore.

The oyster culture program at the University of Maryland Center for Environmental Science Horn Point Laboratory is accepting applications for a 2021 summer internship. The oyster hatchery, one of the largest on the East Coast, produces oyster larvae, spat on shell, and oyster seed for restoration and aquaculture activities, as well as for research and education. The facility includes large larval tanks, a greenhouse for algal production, over fifty outdoor setting tanks, and a demonstration oyster farm.

Oyster aquaculture in Maryland is a burgeoning industry, with opportunities for innovative ideas and strong work ethics to make a meaningful difference. Since revision of lease laws in Maryland in 2009, the state has seen a strong increase in interest in aquaculture. With this increased interest has come increased demand for a workforce who is trained in the unique job-skills required of an oyster aquaculturist.

Oyster hatchery interns are expected to become part of the hatchery team and learn all aspects of oyster culture. This includes, but is not limited to, broodstock management, spawning, larval culture, algal culture, settlement, outplanting, deployment, sampling

procedures, data collection, farm management, and facility maintenance. Interns will learn to set larvae, both on shell for restoration and bottom harvest, and on microcultch, to produce individual oysters for containerized water column production. Interns will set larvae and monitor efficiency and health of young seed. Interns will learn to operate downweller, upweller and nursery systems and to undertake basic troubleshooting techniques. Responsibilities will also include production of custom spawns destined for the commercial market.

This summer internship offers flexible start and end dates but at the very least interns should start no later than June 21, 2021 and end no later than October 16, 2021. Candidates should be able to work for a minimum of 12 weeks. Applicants must be able to lift at least 50 pounds and be committed to working in a wet, muddy, and humid environment. While this is not a traditional laboratory environment, you may learn several laboratory skills. Interns should be prepared with appropriate clothing and footwear for both types of work.

Applicants must be 18 years of age or older by the start of employment. Candidates should have an interest in aquaculture, fisheries, biology, environmental sciences or a related field. Stipend is \$480.00 per week before taxes paid biweekly. While most of our work is conducted Monday-Friday 8am-4pm, occasionally irregular hours may occur. Weekend work is expected and will include several weekend days per month. Time worked during weekends will be considered the following week. Due to the covid-19 pandemic, housing is in question and may not be offered. If allowed, dormitory space will be limited. Commuters must have reliable transportation. Due to the rural nature of the campus area, personal transportation is encouraged for all participants.

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## Rotations

*Interns will rotate through various aspects of the hatchery and should be capable of working independently after training.*

### **Broodstock Management**

- Collecting, maintaining, and cleaning broodstock
- oysters Learning the conditioning process
- Processing oysters for assessment

## **Spawning**

- Determining sex ratio
- Fertilizing eggs
- Learning microscope techniques

## **Larval Rearing**

- Cleaning larval rearing tanks
- Sorting larvae and assessing maturity
- Performing larval counts

## **Algae Production**

- Maintaining carboy cultures
- Cleaning and inoculating tanks
- Operating various equipment

## **Setting & Planting**

- Collecting samples and processing data
- Introducing larvae to setting tanks
- Accurately determining spat on shell numbers

## **Seed Production**

- Setting larvae on ground cultch
- Sorting and counting seed
- Upweller and downweller operation

## Other

- Remote setting\*
- Observing large scale deployment of spat on shell\*
- Applying skills on a working oyster farm\*
- Basic laboratory skills
- Answering phone calls in a professional manner
- Assisting with large hands-on experiences for tour groups\*

\*May not be able to occur due to covid-19 restrictions and distancing requirements

## Timeline

<b>December 1, 2020</b>	Applications are now being accepted
<b>Dec 23, 2020 - Jan 4, 2021</b>	*HPL is closed and will not be responding to inquiries*
<b>2021 January 28, 2021</b>	Virtual Intern Tour- details TBD
<b>February 11, 2021</b>	COMPLETED applications due by 11:59:59 PM
<b>Feb 12 - Feb 22, 2021</b>	Applications under review
<b>February 23, 2021</b>	Applicants notified of their status, interviews scheduled
<b>Feb 24 - Mar 5, 2021</b>	Applicant interviews
<b>March 8, 2021</b>	Internship offers made
<b>March 22, 2021</b>	Offers must be accepted no later than 11:59:59 PM
<b>April - June 22, 2021</b>	Interns start

# Application Submission Instructions and Deadline

If you have any questions about this opportunity, need assistance filling out this application, or you would like to attend our prospective intern tour, please contact Stephanie Alexander at [tobash@umces.edu](mailto:tobash@umces.edu) or (410)221-8310 or Julie Trommatter at [jbaynard@umces.edu](mailto:jbaynard@umces.edu) or (410)221-8370.

Applications can be downloaded from our website. Completed application materials should be emailed to Stephanie Alexander at [tobash@umces.edu](mailto:tobash@umces.edu). While electronic submissions are preferred, you may also download the application from our website and submit it via mail to UMCES Horn Point Oyster Hatchery, P.O. Box 775, Cambridge, MD 21613. You may also fax materials to (410) 221-8456 "ATTN: Stephanie Alexander."

To request a paper copy, call Stephanie Alexander at 410-221-8310.

## **Applicants must submit the following:**

1. Application Form
2. A copy of your most recent transcript that lists all courses you have taken to-date and the grades you have received. Both unofficial and official copies are accepted.
3. A minimum of two (2) letters of recommendation from an individual capable of commenting on your academic qualifications and work ethic. These letters may be emailed directly to Stephanie Alexander or attached with your application form.
4. A resume or curriculum vitae describing any relevant jobs, internships, volunteer work, scholarships and/or other activities that you have held or participated in and other skills or accomplishments that you wish to identify.

It is the applicant's responsibility to ensure that all materials have arrived on or before the deadline.

All materials, including application, transcripts, letters of recommendation, and resume or CV are expected to be complete and submitted by **February 11, 2021 11:59:59 PM**. We strongly encourage applicants to attend the virtual tour of our facility offered on January 28, 2021. Please email Stephanie Alexander at [tobash@umces.edu](mailto:tobash@umces.edu) to add your name to a list for the virtual tour.

# 2021 Oyster Hatchery Intern Application Form

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## Contact Information

Full Name:

Address:

Email:

Phone Number:

## Personal Information

Would you require housing? \*\*

Yes

No

**\*\*Due to the covid-19 pandemic, housing is in question and may not be offered. Housing was not available for the 2020 season and currently, is not likely for 2021.\*\***

Anticipated start date:

Anticipated end date:

How did you hear about this internship opportunity?

*Please indicate your 1st, 2nd, and 3rd choices for areas that pertain to your interests.*

*Aquaculture*

*Broodstock management*

*Larval Rearing*

*Algal Culture*

*Seed Production*

**Education**

High School:

Address:

**College**

Name:

Address:

**2nd College (if applicable)**

Name:

Address:

Highest level completed:

Major:

Minor:

Highest level :

Major:

Minor:

**Work Experience- Please fill in information about most recent work experience**

Job Title:

Employer:

Supervisor:

Supervisor contact information:

May we contact them?

Yes

No

Employment dates:

Description of Duties:

Reason(s) for leaving:

**Work Experience- Please fill in information about most recent work experience**

Job Title:

Employer:

Supervisor:

Supervisor contact information:

May we contact them?

Yes

No

Employment dates:

Description of Duties:

Reason(s) for leaving:

**Work Experience- Please fill in information about most recent work experience**

Job Title:

Employer:

Supervisor:

Supervisor contact information:

May we contact them?

Yes

No

Employment dates:

Description of Duties:

Reason(s) for leaving:

**Internship Narratives - These questions are designed to give us insight to your personality and work ethic. Please take the time and effort to complete them to the best of your ability.**

Before completing the narratives, please tell us a little about yourself. What are your hobbies and interests?

Why do you want to be an intern for Horn Point Lab Oyster Hatchery? What are your expectations of this opportunity and how do you plan to make an impact during your internship?

Where do you see yourself in terms of a career in the next five years?

Can you tell us about a project or accomplishment you are proud of, and why?

Can you tell us about a time when your work on an idea was criticized? How did you handle it?

What recent oyster industry trends do you think are important to address and why?

If you require any assistance in filling out this application, please contact Stephanie Alexander at [tobash@umces.edu](mailto:tobash@umces.edu) or (410)221-8310.

*By typing your initials in the box below, you acknowledge the expectations of the job mentioned above, including weekend work. You accept that the labor in the oyster hatchery is strenuous, wet, warm and dirty, and take full responsibility for the risks you may encounter working in the hatchery environment. You should also be 18 years old or older by the start of employment and be capable and willing to lift and carry 50 pounds of various materials.*

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*My e-signature below confirms that all statements herein are true and correct. Please read carefully before signing this application. False statements on this application form shall be considered sufficient cause for termination. Qualified applicants receive consideration for employment without discrimination because of sex, marital status, race, color, creed, religion, national origin, age, or the presence of a non-job-related handicap.*

Signature of Applicant:	Date:
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Signature of parent or guardian if applicant is under 18 years old at the time of submission :	Date:
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