

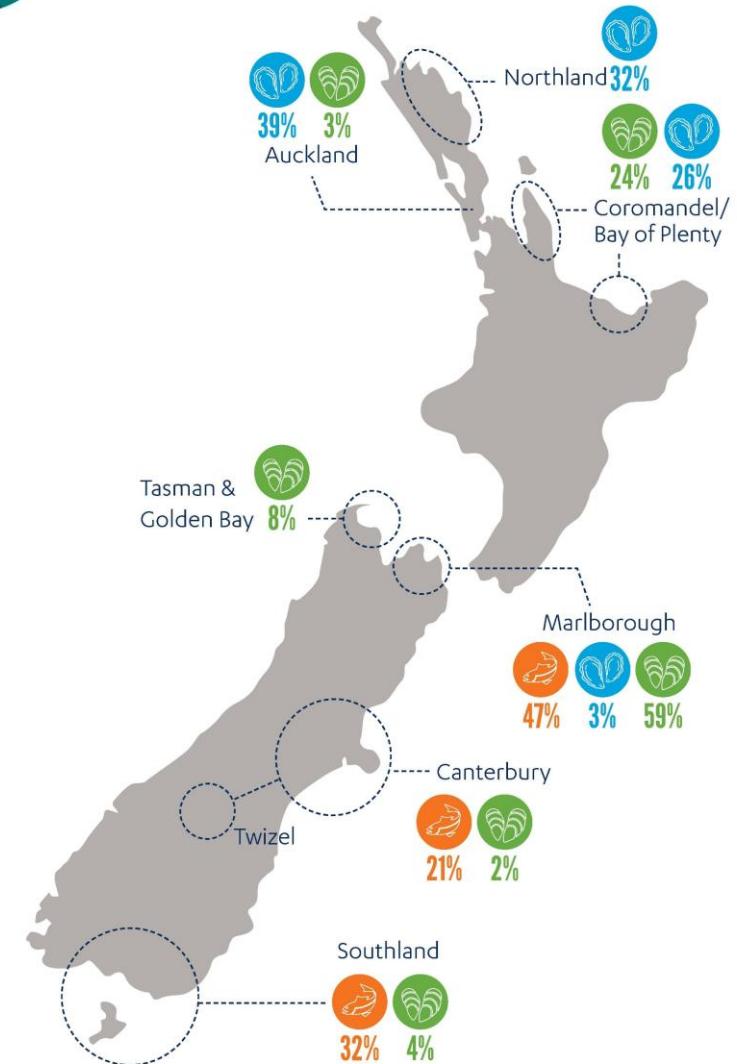
# Aquaculture New Zealand



**3000+**  
employed in  
2021

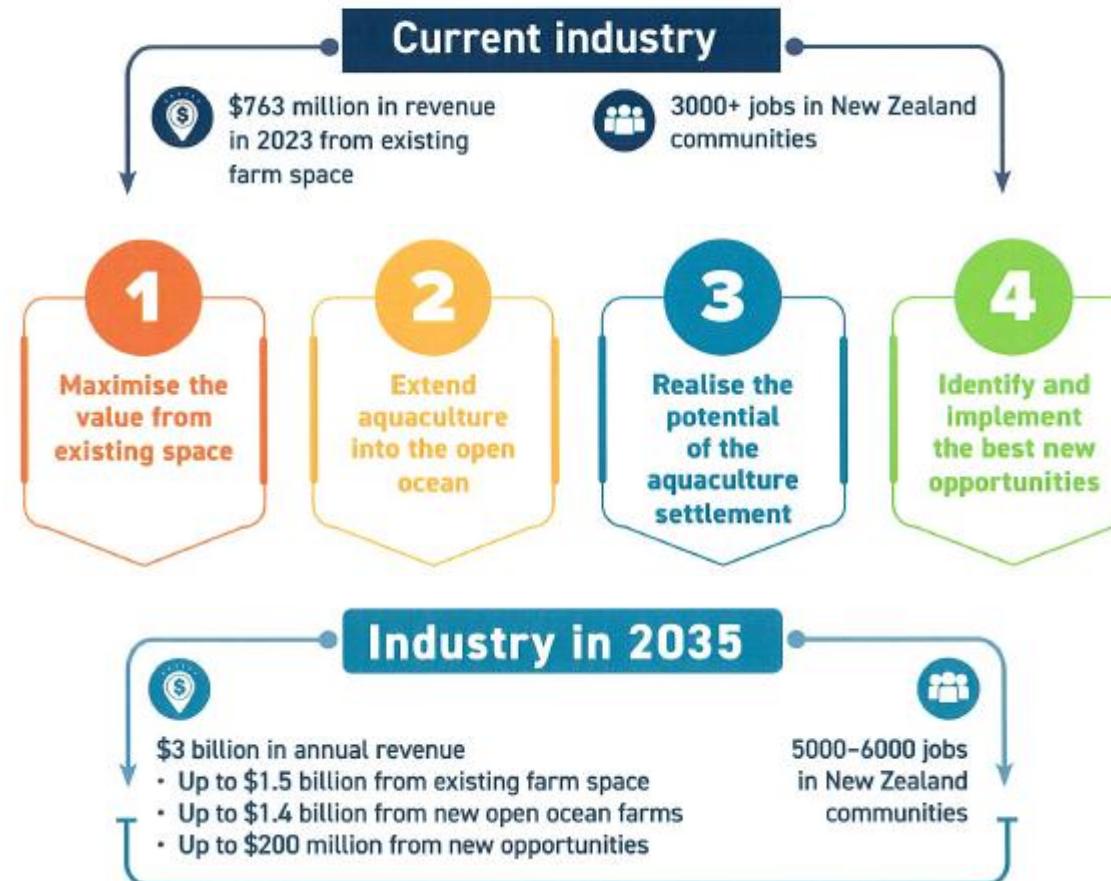


**6000+**  
predicted by  
2035



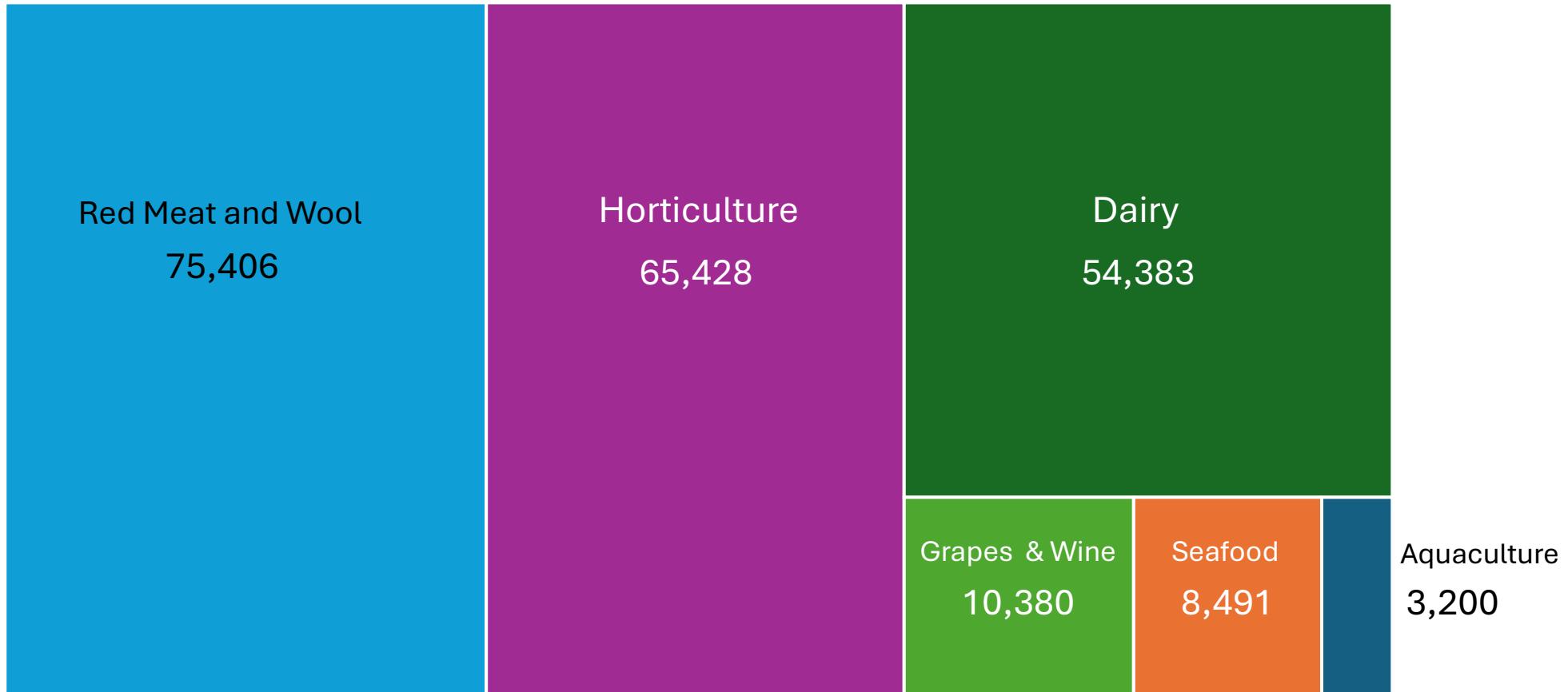
# Aquaculture Development Plan:

## Pathways to a \$3 billion industry



# Primary Industry New Zealand Workforce

■ Aquaculture ■ Seafood ■ Dairy ■ Red Meat and Wool ■ Horticulture ■ Grapes and Wine





## Aquaculture

**noun** aqua·cul·ture

Known as 'farming in water', Aquaculture is the aquatic equivalent of agriculture or farming on land. It can be defined as the breeding, growing, and harvesting of fish and other aquatic plants.

In terms of the New Zealand aquaculture industry (salmon and mussels), Southland accounts for:

6.6%	aquaculture GDP
5.8%	employment
2.5%	businesses

In terms of the New Zealand salmon (net pen aquaculture) sector, Southland accounts for:

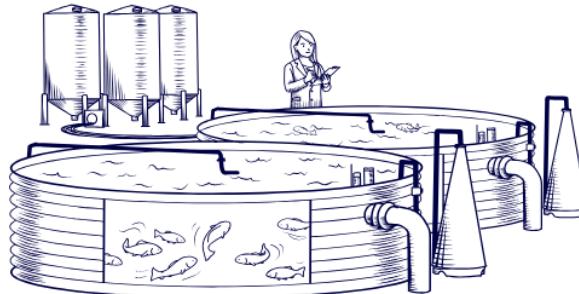
34%	GDP
30%	employment
34%	revenue
14%	businesses

In terms of New Zealand Greenshell mussels, Southland accounts for:

3%	GDP
2%	employment
3%	revenue
3%	businesses

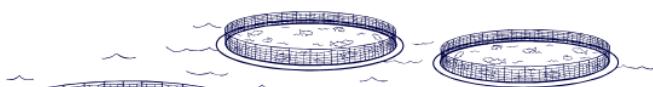
# Looking for a career in Aquaculture?

Explore our industry from hatchery to retail and discover the perfect role for your future.



## Hatchery + RAS

From spawning to juvenile care, hatchery and recirculating systems roles focus on the earliest stages of the aquaculture lifecycle, where science and hands-on care come together.



[View Career Options](#)

**Explore Aquaculture**

Are you interested in:

- Innovating for the future
- Collaboration and teamwork
- Conservation
- Working outdoors
- Protecting our oceans
- Sustainable seafood
- Marine science

Turn over for some ideas on pathways into a career in aquaculture →

**Career opportunities in aquaculture**

**Salmon pathways**

- FARM WORKERS
  - Deck Hand
  - Harvest Crew
  - Grader
- FARM SPECIALISTS
  - Feed Researcher
  - Environmental Monitoring
  - Net Cleaning
  - Technician
  - Quality Controller
  - Compliance Officer
  - Skipper

**Mussels & Oysters pathways**

- SKILLED MUSSEL/OYSTER FARMERS
  - Hatchery Technician
  - Biosecurity
  - Cooperative Officer
  - Senior Deck Hand
  - Harvest Crew
  - Grader
  - Skipper
- SPECIALIST ROLES
  - Marine Biologist
  - Harvest Manager
  - Harvest Crew Manager
  - Production Manager
  - Harvest Manager
  - Manager
- SPECIALIST SKILLS
  - Marine Biologist
  - Harvest Manager
  - Harvest Crew Manager
  - Production Manager
  - Harvest Manager
  - Manager

**OTHER OPPORTUNITIES IN...**

- Logistics & Transportation
- Processing
- Quality Assurance
- Quality Control
- Packaging
- Business Support
- Marketing
- Jobs
- Customer Relations
- Human Resources
- Compliance & L1
- Finance

**Want to know more? Check out: [aquaculture.org.nz/careers](http://aquaculture.org.nz/careers)**

**AQUACULTURE GRADUATE**  
CLEVELAND COLLEGE OF FISHERIES  
CLEVELAND, HAURAKI GULF

Will Evans

Bachelor of Science in Marine  
Technology University of Otago

Growing up in my typical  
New Zealand family, I had many  
opportunities to be involved in the water  
from fishing to swimming, surfing and  
dabbling in boating.

Dad instilled me into our  
family business, which I am  
so grateful to him for. He  
remembered he always had a strong  
connection with the water and I  
have always had a strong  
connection with the water as well.  
You can't tell a fish if it's a boy or a girl,  
they are all just little fish though.

Deciding to study aquaculture  
was a decision I made in my  
final year of high school. I had  
been working at a local fish farm  
and had been involved in many  
hands-on experiences with fish and  
aquaculture. I had a desire to learn  
more about aquaculture and the  
opportunities it could offer.

Working as a member of the aquaculture  
and freshwater Boys High School team  
was a highlight of my school days.  
I was involved in many projects and  
activities, including the annual  
fish hatchery competition, which  
involved us creating a fish hatchery  
from scratch and then raising  
a certain amount of fish to a  
certain size.

That class really sparked my  
interest in aquaculture and I  
knew that I wanted to learn  
more about it. I wanted to  
work in something that I  
was interested in.

Winning a Leadership of Tomorrow  
Excellence Scholarship helped set  
things in motion. I applied to  
various marine science  
programmes and was offered  
several opportunities, but I knew  
that I wanted to be involved in  
fisheries and aquaculture.

Will Evans

For young people considering a career  
in aquaculture, Willis adds:

"Be a researcher. Most 'experts' in  
the field are not researchers. If you  
have much interest in fish and  
aquaculture, then consider  
opportunities in aquaculture. Aquaculture  
is the future."

**AQUACULTURE TECHNICIAN**  
TE KĀHA MĀNGA  
TE KĀHA, BAY OF PLENTY

Daria Bell

Level 6 Diploma in Marine  
Environmental Management (Diploma  
in Aquaculture) University of  
Auckland Bachelor of Science in  
Aquaculture (Honours) of Waikato

Daria is an Aquaculture Technician  
from Bay of Plenty. She has been  
actively involved in preparing for  
the construction of a sea trial facility  
in the Bay of Plenty, situated  
within the city of Te Whāriki-ka  
(Tauranga). The facility is being built  
by the Cawthron Institute under  
contract to the Ministry of Primary  
Industry. These sites will then be managed  
by the Ministry of Primary  
Industry. In future, they will  
concentrate on a complex

"Some days I sit on the water  
and others I sit in an office. I have  
had to learn how to be a good  
communicator and how to  
work with physical work  
and office work. I have  
been learning a lot about  
the industry and what I am  
able to do with what I have  
learned at university is a  
surprise."

The role makes an exciting and  
highly rewarding career for Daria.

"As a researcher, Willis says, "I  
have a passion for aquaculture. I  
have much interest in fish and  
aquaculture, then consider  
opportunities in aquaculture. Aquaculture  
is the future."

**ASSISTANT FARM MANAGER**  
BROOK COUNTRY SALMON  
TWIZEL

Luhan Arangas

Level 4 and Level 5 Diploma in  
Aquaculture. University of Technology (Waikato)

At just 18, Luhan's passion for  
aquaculture has led her to a  
highly successful career segment at a key  
company in the industry. She set her  
sights on a career in the industry  
when she was 12 years old and  
joined the Cawthron Institute (NIWA) with  
her family. She has been working at  
Brook Country Salmon since she  
was born 10 years earlier. She has passed  
on her passion to her son, who is now  
10 years old.

Luhan completed both Level 4 and  
Level 5 Diploma in Aquaculture at  
University of Technology (Waikato). During the hands-on  
practical learning experience  
she was exposed to many different  
areas of aquaculture.

The more ready-welded in school  
she became, the more she learned  
from the industry. She has learned  
so much about aquaculture that she  
is now an aquaculture consultant.

"To be the best consultant, I want  
to continue to learn and work  
with the industry to help them  
achieve more," says Luhan. "I am  
passionate about aquaculture and  
helping people who have given  
so much to the industry to have  
opportunities in aquaculture to pursue  
what they love."

"With a solid qualification and experience, there are  
endless opportunities in aquaculture." — Luhan Arangas

## MEET OUR GRADUATES

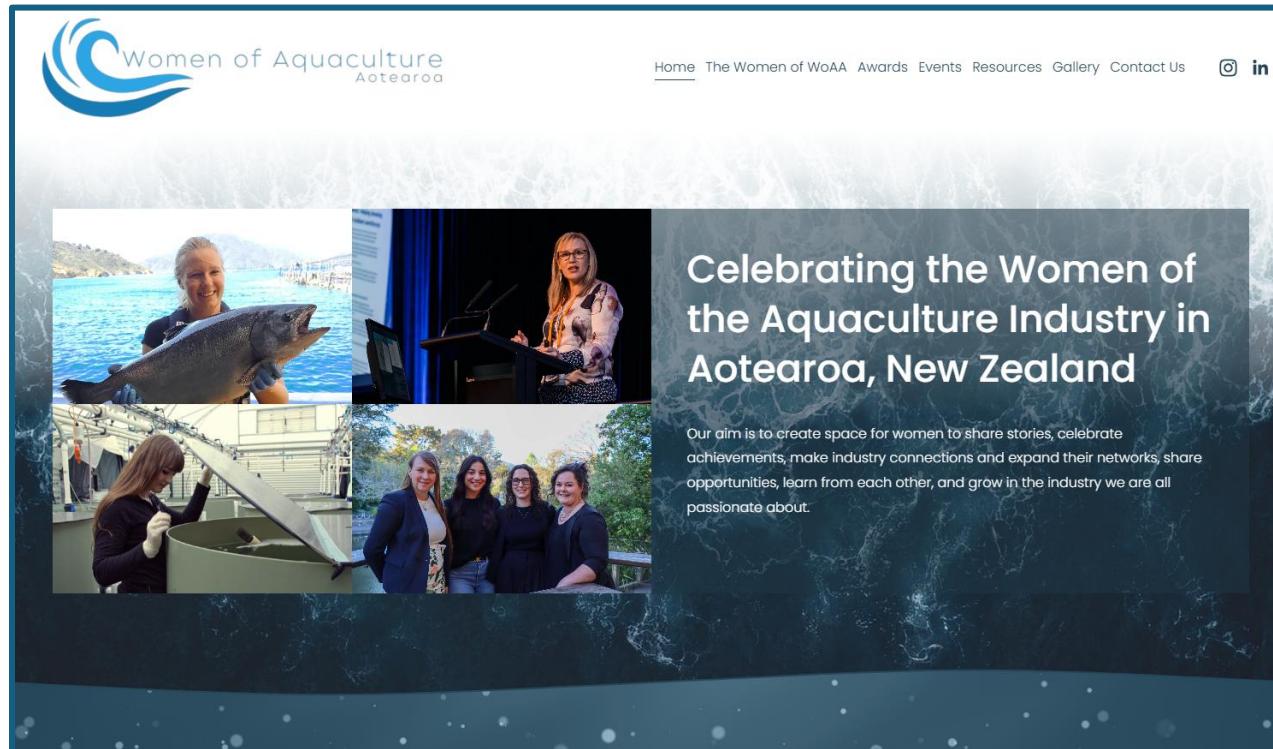
## TŪTAKI MAI KI NGĀ TAUIRA O MUA



# EXPLORE A CAREER IN **AQUACULTURE**

## TŪHURATIA NGĀ ARA AHUMOANA

# CULTURE



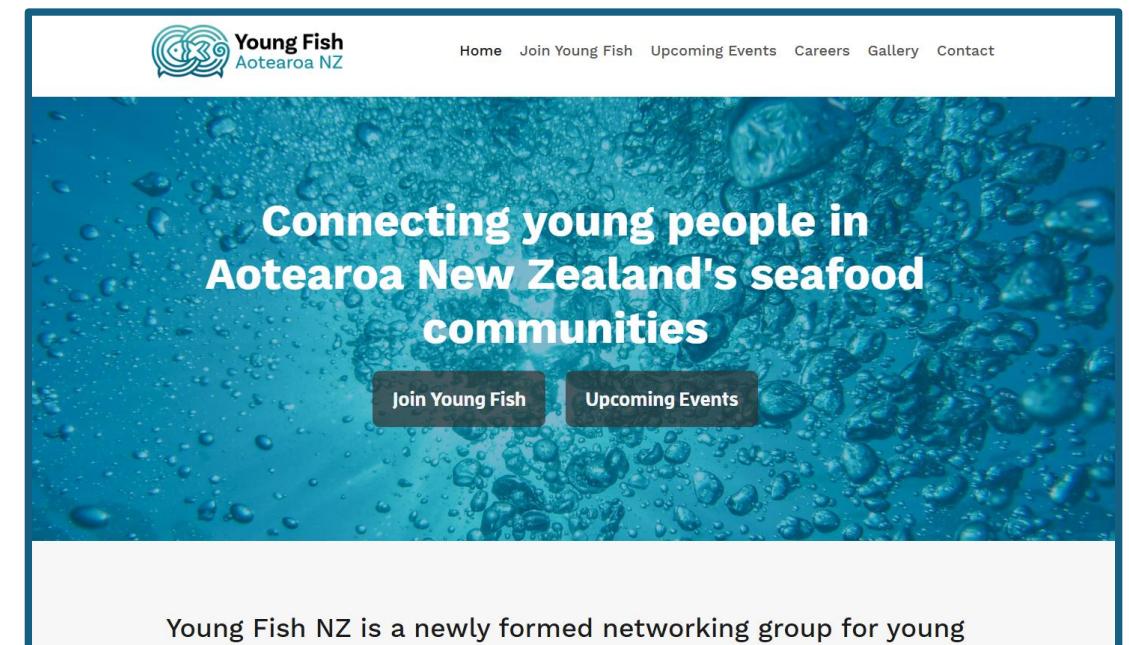
The Women of Aquaculture Aotearoa (WoAA) website features a header with the organization's logo and navigation links for Home, The Women of WoAA, Awards, Events, Resources, Gallery, and Contact Us. Social media icons for Instagram and LinkedIn are also present. The main content area has a dark, watery background with four images: a woman holding a large salmon, a woman speaking at a podium, a woman working in a hatchery, and a group of four women standing together. The title 'Celebrating the Women of the Aquaculture Industry in Aotearoa, New Zealand' is displayed prominently. A subtext explains the organization's purpose: 'Our aim is to create space for women to share stories, celebrate achievements, make industry connections and expand their networks, share opportunities, learn from each other, and grow in the industry we are all passionate about.'

## Awards

- Woman of Aquaculture Aotearoa
- Emerging Leaders

## Leadership Investment

- Evolving Leaders
- Mentorship and Coaching



The Young Fish Aotearoa NZ website has a header with the logo and navigation links for Home, Join Young Fish, Upcoming Events, Careers, Gallery, and Contact. The main content area features a blue background with a water and bubbles theme. The title 'Connecting young people in Aotearoa New Zealand's seafood communities' is centered. Two buttons at the bottom are 'Join Young Fish' and 'Upcoming Events'. A white text box at the bottom contains the text: 'Young Fish NZ is a newly formed networking group for young'.

Institutes of Technology	Universities	Maritime
<b>NMIT</b> <ul style="list-style-type: none"> <li>• L3 and L4 Certificate in Sustainable Aquaculture</li> <li>• Bachelor of Aquaculture and Marine Conservation</li> <li>• Postgraduate Diploma in Sustainable Aquaculture</li> </ul>	<b>University of Auckland</b> <b>AUT</b> <b>Victoria University</b> <b>University of Canterbury</b> <b>Otago University</b>	<ul style="list-style-type: none"> <li>• Westport Deep Sea Fishing School</li> <li>• Skipper Training NZ</li> <li>• Manukau Institute of Tech</li> <li>• New Zealand Maritime School</li> <li>• Coastguard Boating Education</li> <li>• NMIT</li> <li>• Toi Ohomai</li> </ul>
<b>Toi Ohomai</b> <ul style="list-style-type: none"> <li>• Certificate and Diploma in Environmental Science</li> <li>• Bachelor in Environmental Science - Strands in Marine Studies</li> </ul>	<b>Work-based</b> <b>Primary ITO</b> <b>Other</b> <b>Aquaculture Learning Lab</b>	



**James Sibley**  · 1st

Aquaculture Digital Media || @SibleyAqua

New York, New York, United States · [Contact info](#)



Sibley Media



Northeastern University

