



Native Village of Afognak *To embrace, protect, develop, and enhance Alutiiq culture, protect our traditional use areas and encourage unity among the Alutiiq of the Kodiak Archipelago*

Hydroponics Technician

Job Summary: The Hydroponics Technician is the lead grower at Mal'uk Farms, responsible for managing the hydroponic crop production cycle from seed to harvest. This position plays a critical role in maintaining plant health, ensuring food safety standards, collecting data, and distributing produce. The Technician is also responsible for maintaining a clean and safe work environment and engaging with Tribal Members and the local community.

Reporting Relationship and Classification:

The Hydroponics Technician is supervised by the Farm and Facilities Manager. This is a permanent, full-time, non-exempt, non-supervisory position.

Salary Range \$18-22 per hour

Responsibilities:

- Execute all phases of crop production for the hydroponic farm, including seeding, transplanting, harvesting, packaging, and delivering.
- Implement and adhere to pest and disease prevention protocols; report issues promptly.
- Monitor and optimize plant growth and nutrient levels to ensure maximum yield and quality.
- Maintain, clean, and calibrate hydroponic systems and related equipment; troubleshoot problems and notify the supervisor of system concerns.
- Ensure the cleanliness and organization of the hydroponic facility, workstations, and storage areas.
- Accurately document planting schedules, crop performance, system maintenance, and harvest yields using digital tools.
- Manage supply inventories and coordinate purchasing to maintain adequate stock levels.
- Oversee the distribution and delivery of produce to customers, Tribal Members, and Elders.
- Assist with outreach, community education, and customer service efforts related to farm operations.
- Attend team meetings and participate in ongoing training related to hydroponics and sustainable farming.
- Promote farm products through marketing efforts, including social media updates, newsletters, and outreach materials.
- Maintain and update product inventory and listings on the farm's sales website to ensure accurate availability and pricing.
- Perform additional duties as assigned by the Farm and Facilities Manager.

Dig Afognak

All NVA employees assist with the logistics of the Annual Dig Afognak Camps & Fundraiser, which may include coordination meetings, driving campers and purchasing supplies, arranging travel for guests, and other duties.



Qualifications

- High school diploma or equivalent required.
- Demonstrated interest or experience in agriculture, horticulture, or plant science.
- Ability to work independently and to use own initiative.
- Strong attention to detail and ability to follow protocols and safety procedures.
- Sensitive to community cultural values.
- Comfort using basic technology and digital tools for data entry and communication.
- Excellent time management and organizational skills.
- Must be at least 25 years old with a valid driver's license.
- Preference given to qualified NVA Tribal Member or descendant.

Native Village of Afognak Employee Benefit Summary

Full time permanent staff receive multiple benefits from NVA, including the following:

- 401K matching at 6% after one year of employment
- Health insurance
- 12 paid holidays (including employee's birthday)
- 24 days of paid leave annually (with increases after 2 years of employment)

Preference is given to qualified NVA Tribal Member or descendent

NVA IS AN EQUAL OPPORTUNITY EMPLOYER. PREFERENCE IS EXTENDED TO QUALIFIED AMERICAN INDIAN/ALASKA NATIVE INDIVIDUALS FOR APPOINTMENTS TO ALL POSITIONS ON THE STAFF (PUBLIC LAW 93-638 INDIAN SELF-DETERMINATION AND EDUCATION ASSISTANCE ACT, INDIAN PREFERENCE ACT, AND THE CIVIL RIGHTS ACT, 1968)