

Biological Technician

Company: Industrial Plankton Inc.

Company Address: 3372 Luxton Rd #107, Victoria BC, Canada, V9C 0T8

Location of work: Langford

Terms of Employment: Permanent, full-time, on-site

Language of work: English

Email: people@industrialplankton.com

Industrial Plankton designs and manufactures high-tech algae bioreactors used worldwide in aquaculture, biotechnology, and research. Our work supports global food security and helps reduce greenhouse gas emissions through innovative biotechnology solutions. We're a curious, hands-on team that values learning, problem-solving, and doing meaningful work.

The **Biological Technician** will support the Senior Biologist in working with Industrial Plankton's Algae Photobioreactors (PBRs). You will help build, operate, and maintain in-house and customer PBRs. You will also be expected to assist with research and development and the optimization of current technologies and future projects from biological and technical perspectives.

WHAT YOU'LL DO

1. Operate and maintain in-house photobioreactors and associated systems.
2. Perform algae husbandry tasks, including culture maintenance and quality assurance. (i.e., culture/library maintenance, microscopy).
3. Collaborate with the Senior Biologist and R&D team to optimize current products by contributing to projects focused on improving the biological and technical performance of PBR systems.
4. Assisting with further product development using the insight gained from personal and shared customer experiences.
5. Respond to and record clients' inquiries on algae cultivation, bioreactor use, and technical or biological issues in a timely and courteous manner.
6. Proactively collaborate and support clients to operate and optimize their equipment for their application
7. Quality assurance management for products.
8. Team leadership for biology and customer service staff.
9. Create and revise Standard Operating Procedures (SOPs) and technical instructions for equipment use.
10. Provide remote troubleshooting support for customer equipment.
11. Train customers on equipment operation, maintenance, and installation, including leading onsite training at their facilities.
12. Build, assemble, and ship parts to customers worldwide.
13. Maintain accurate and detailed records of equipment, parts, and shipments.
14. Assist in developing, maintaining, and upgrading customer bioreactor systems.

15. Support the creation of custom equipment modifications.
16. Attend trade shows to support sales staff and learn about the latest trends, as required.

Compensation

- **Be Part of a Mission:** Work with a team dedicated to making a real-world impact through sustainable technology and innovation
- **Shape the Future:** Join a growing company where your ideas, initiative, and hands-on contribution truly matter
- **Grow Your Career:** Learn alongside a supportive team that values skill development and long-term growth
- **Competitive Compensation & Benefits:**
 - Annual Salary \$75,005/year
 - Extended health benefits
 - Vacation and sick leave allowances
 - Workplace celebrations and BBQs
 - **Work (and live) in beautiful Langford, BC:** Enjoy a community-focused lifestyle with easy access to mountains, lakes, forests, and outdoor adventure, **or counter-commute from Victoria**, A smooth 20–30 minute drive

Requirements

- B.Sc. in a relevant field
- Experience (5+ years) in shellfish or shrimp hatcheries working with algae or photobioreactors
- Hands-on experience with equipment assembly, power tools, and basic electronics or wiring
- Problem Solving: Strong critical thinking and troubleshooting skills
- Attention to Detail: High standards for accuracy, documentation, and follow-through
- Organization & Time Management: Ability to prioritize tasks and manage shifting demands
- Communication: Clear verbal and written professional-level communication skills in English
- Documentation Skills: Ability to write, proofread, and maintain SOPs and technical instructions
- Scientific Foundation: Basic understanding of biology and photosynthesis
- Independence & Reliability: Comfortable working independently with minimal supervision
- Familiarity with PVC plumbing
- Legally entitled to work in Canada
- Valid passport for international travel.