

Aquaculture Worker interview questions

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What to expect

Interviews for aquaculture worker roles focus on practical skills, safety awareness and your ability to work with live stock and equipment. Employers want to know you can follow procedures, handle problems calmly and communicate well with a team.

- **Technical:** Questions about water quality, feeding, harvesting or equipment operation to check your hands-on knowledge.
- **Behavioural:** Questions asking for examples of past teamwork, problem solving or safety incidents.
- **Scenario:** Hypothetical situations such as a stock health issue or equipment failure to see how you judge and prioritise.
- **Safety:** Questions on OHS, biosecurity and emergency procedures to confirm you work safely.

Typically, the interview starts with a brief introduction and a review of your resume. The interviewer then asks a mix of technical, behavioural and scenario questions. You may be asked to describe past experiences, solve a hypothetical problem, or explain how you handle safety and biosecurity. The interview usually ends with a chance for you to ask questions.

1. Can you walk me through how you monitor water quality in a fish tank or cage?

Why they ask

To test your technical knowledge and ability to follow a consistent process.

How to structure your answer

Walk through the steps in order: preparation, testing, recording, adjusting and re-testing.

Example answer

"First, I check the schedule and gather the testing equipment, like a YSI probe. I test dissolved oxygen, temperature, salinity and pH at set times each day. I record the readings in the log or in AquaManager. If any parameter is outside the optimal range, I adjust the system, such as increasing aeration or adjusting the water flow. I also check for any signs of stress in the fish, like gasping at the surface. I repeat the test after adjustments to confirm the fix."

2. Tell me about a time when you had to handle a difficult situation with stock health or equipment failure.

Why they ask

To see how you solve problems under pressure and take responsibility.

How to structure your answer

Use STAR: situation, task, action, result.

Example answer

"At my last job, we had a pump failure in one of the tanks on a weekend. I was the only one on site. I noticed the water was getting cloudy and the fish were swimming near the surface. I immediately turned on the backup aeration and called my supervisor. I then manually monitored oxygen levels every 15 minutes until the pump was repaired. I also documented everything in the log. The fish recovered, and we avoided any mortalities. I learned to always check backup systems at the start of each shift."

3. Imagine you arrive at work and notice a large number of dead fish in one of the cages. What do you do?

Why they ask

To assess your judgement and biosecurity awareness.

How to structure your answer

Assess, contain, report, investigate.

Example answer

"First, I would not enter the cage or touch anything until I have put on appropriate PPE. I would check the water quality parameters immediately to see if there is an obvious cause, like low oxygen. I would then report to my supervisor and follow the farm's biosecurity protocol. I would collect samples if instructed and isolate the area to prevent spread. I would also record the incident and any actions taken. My priority is to protect the remaining stock and prevent any disease outbreak."

4. What are the key safety considerations when working on a boat or with cranes during harvest?**Why they ask**

Safety compliance is critical in aquaculture, especially around water and heavy equipment.

How to structure your answer

Identify hazards, follow procedures, communicate, use PPE.

Example answer

"Key considerations include wearing a life jacket and non-slip footwear, checking the weather, and ensuring the crane is inspected and operated by a licensed person. I always do a pre-start check on the boat and crane, and I communicate with my team about the lift plan. I keep clear of suspended loads and never stand under a crane. I also make sure I know the emergency procedures, like man overboard. Following these steps keeps everyone safe."

5. How do you record stock numbers, growth rates and mortalities, and why is accuracy important?**Why they ask**

To check your attention to detail and understanding of data's role in farm management.

How to structure your answer

Explain your method, then the importance.

Example answer

"I record data daily using AquaManager or a logbook. I count stock during feeding or grading, measure a sample of fish for growth, and note any mortalities. I double-check entries and ensure they are timely. Accuracy is important because it helps the farm make decisions about feeding, harvest timing and health treatments. Inaccurate records can lead to overfeeding, missed health issues, or poor harvest planning."

6. Describe a time you worked as part of a team during a busy harvest.**Why they ask**

To see how you communicate and support others under pressure.

How to structure your answer

Use STAR: situation, task, action, result.

Example answer

"During a salmon harvest, our team had to process a large cage quickly due to weather. I was assigned to the grading station. I made sure my area was set up with bins and that I communicated with the crane operator about when to bring up the next load. I also helped a new team member learn the grading criteria. We finished ahead of the weather change, and the fish were packed to standard. I learned that clear communication and helping each other makes a big difference."

