



Alaska Fisheries Development Foundation
JOB ANNOUNCEMENT

Posting: September 14, 2026

Position Title: SeaThrive Director- Sustainable Fisheries Program

Worksite Location: Juneau or Anchorage, AK (preferred). AFDF is open to hybrid or remote arrangements for a highly qualified candidate. The position requires regular engagement with Alaska's seafood industry and periodic travel within Alaska and elsewhere.

Status: Full-time 40 hours/week, exempt

Organization Overview: Established in 1978, the Alaska Fisheries Development Foundation (AFDF) is a nonprofit organization that works collaboratively with Alaska's seafood industry to advance innovation, sustainability, and economic opportunity. AFDF brings together harvesters, processors, researchers, resource managers, government agencies, communities, and other partners to address shared challenges and pursue opportunities that strengthen Alaska's seafood sector.

Industry priorities guide AFDF's work. Our programs advance sustainable fisheries, seafood innovation and modernization, mariculture development, and other initiatives that support the long-term resilience and competitiveness of Alaska's seafood industry.

AFDF's vision is "Leading Alaska's Fisheries Toward a Sustainable Future."

For more information, visit us at <https://afdf.org/>.

About SeaThrive: SeaThrive is AFDF's sustainable fisheries program, supporting Alaska's seafood industry through third-party sustainability certification, industry collaboration, and initiatives that strengthen the long-term sustainability and competitiveness of Alaska fisheries.

AFDF serves as the Fishery Client for multiple Alaska seafood certifications and manages the assessments, audits, client groups, technical requirements, and stakeholder processes necessary to maintain these certifications.

SeaThrive is entering its next stage of development, with an opportunity to strengthen existing services, expand partnerships and certification opportunities, and build the program into an increasingly valuable resource for Alaska's seafood industry.

Position Description: The SeaThrive Director will lead AFDF's SeaThrive Program, providing both strategic and operational leadership for its existing portfolio of third-party seafood sustainability certifications while guiding the program's continued development and growth.

The Director will serve as AFDF's primary lead on sustainable fisheries certification and work closely with seafood companies, harvesters, certification bodies, resource managers,



government agencies, and other stakeholders. The position is responsible for ensuring certifications are effectively managed, industry client groups are well supported, emerging issues are anticipated and addressed, and SeaThrive continues to deliver meaningful value to Alaska's seafood industry.

Beyond managing the existing portfolio, the Director will help shape SeaThrive's future by identifying new certification opportunities, partnerships, services, and funding models that advance sustainable fisheries and strengthen the program's long-term impact and financial sustainability.

Key Responsibilities:

Certification Leadership & Management

- Lead AFDF's portfolio of third-party sustainable fisheries certifications, including Marine Stewardship Council (MSC) and Certified Seafood International (CSI) certifications.
- Manage certification assessments, surveillance audits, reassessments, and related activities in coordination with certification bodies, technical experts, and industry participants.
- Monitor certification requirements, conditions, non-conformances, timelines, and deliverables and coordinate actions necessary to maintain certifications in good standing.
- Manage industry client groups, including participation, member communications, agreements, annual budgets and cost allocations, invoicing, and certificate-sharing requirements.
- Coordinate industry and stakeholder engagement related to certification conditions, assessments, objections, and other technical or strategic issues.
- Convene industry steering committees or other working groups when industry input and strategic direction are needed.
- Monitor changes in certification standards and sustainability requirements and evaluate their implications for Alaska fisheries.

Industry & Stakeholder Engagement

- Build and maintain strong relationships with harvesters, processors, seafood companies, industry associations, certification organizations, resource managers, government agencies, and other partners.
- Serve as a knowledgeable and responsive resource for SeaThrive client members and industry stakeholders.
- Facilitate meetings and stakeholder processes involving complex sustainability, certification, and fisheries issues.



- Represent AFDF and SeaThrive at industry meetings, conferences, certification forums, and other relevant events.
- Communicate technical and certification information clearly and practically to industry partners, decision-makers, and other audiences.

Program Development & Strategic Growth

- Develop and implement strategies for the continued growth and evolution of SeaThrive.
- Identify and evaluate opportunities to expand SeaThrive's certification portfolio and develop new services or initiatives responsive to industry needs.
- Cultivate strategic partnerships with seafood businesses, industry organizations, research institutions, government agencies, funders, and other organizations.
- Monitor emerging sustainability issues, industry priorities, and certification trends and recommend opportunities for SeaThrive and AFDF.

Program & Financial Management

- Develop and manage annual SeaThrive work plans, budgets, contracts, and priorities in partnership with the CEO and AFDF team.
- Manage relationships and contracts with certification bodies, consultants, contractors, and technical experts.
- Track program revenues, expenses, client participation, deliverables, deadlines, and performance.
- Maintain organized and accessible program, certification, and client-group records and establish effective systems for managing deadlines, institutional knowledge, and program risk.
- Provide regular program, financial, and strategic updates to the AFDF Board of Directors.

Qualifications, Skills and Attributes of the Ideal Candidate:

- Bachelor's degree in fisheries, marine science, natural resources, sustainability, environmental science, public policy, or a related field, or an equivalent combination of education and relevant professional experience.
- Minimum of five years of progressively responsible professional experience in fisheries, seafood, natural resource management, sustainability, certification, program management, or a related field preferred.
- Experience with seafood sustainability certification programs such as MSC, CSI, or similar standards is highly desirable.



- Knowledge of Alaska fisheries, fisheries management, the seafood industry, and/or Alaska coastal communities is strongly preferred.
- Experience with program development, grants, contracts, partnerships, or other funding mechanisms is preferred.
- Strategic thinker and self-starter with demonstrated ability to take ownership of complex programs and move priorities from concept through implementation.
- Strong project and program management skills, including the ability to manage multiple priorities, partners, deadlines, and technical requirements.
- Exceptional written and verbal communication and public-speaking skills.
- Ability to understand complex technical information and translate it into clear, practical guidance.
- Comfortable working independently while contributing to a small, highly collaborative team.

Why Join AFDF? The SeaThrive Director will join AFDF at an exciting time of growth and opportunity and have the ability to make a meaningful impact on the future of Alaska's seafood industry. This position offers the opportunity to lead an established sustainable fisheries program, work directly with industry leaders and fisheries stakeholders, manage certifications representing important Alaska fisheries, and help shape the next generation of SeaThrive.

AFDF is a collaborative, entrepreneurial organization where strong ideas can move quickly from concept to action and where the SeaThrive Director will have meaningful responsibility, autonomy, and influence over the future direction of the program.

Compensation & Benefits

The salary range for this position is \$98,000–\$115,000 annually, depending on experience and qualifications, plus AFDF's employee benefits package.

Deadline: Applications will be accepted until filled. Priority consideration will be given to applications received by October 5, 2026.

How to Apply: Please email your resume along with a cover letter detailing specific attributes and skills that demonstrate your qualifications for the position to Kristy Clement at kclement@afdf.org. For any questions or further information, feel free to reach out to Kristy, AFDF CEO.