
The 2025 AquariumsHiring.com Jobs Report

Trends and Hiring Data from 508 Job Postings

508

Jobs Tracked

73

Facilities

Dec

Peak Hiring Month

Published by AquariumsHiring.com - The #1 Job Board for Aquarium
Professionals

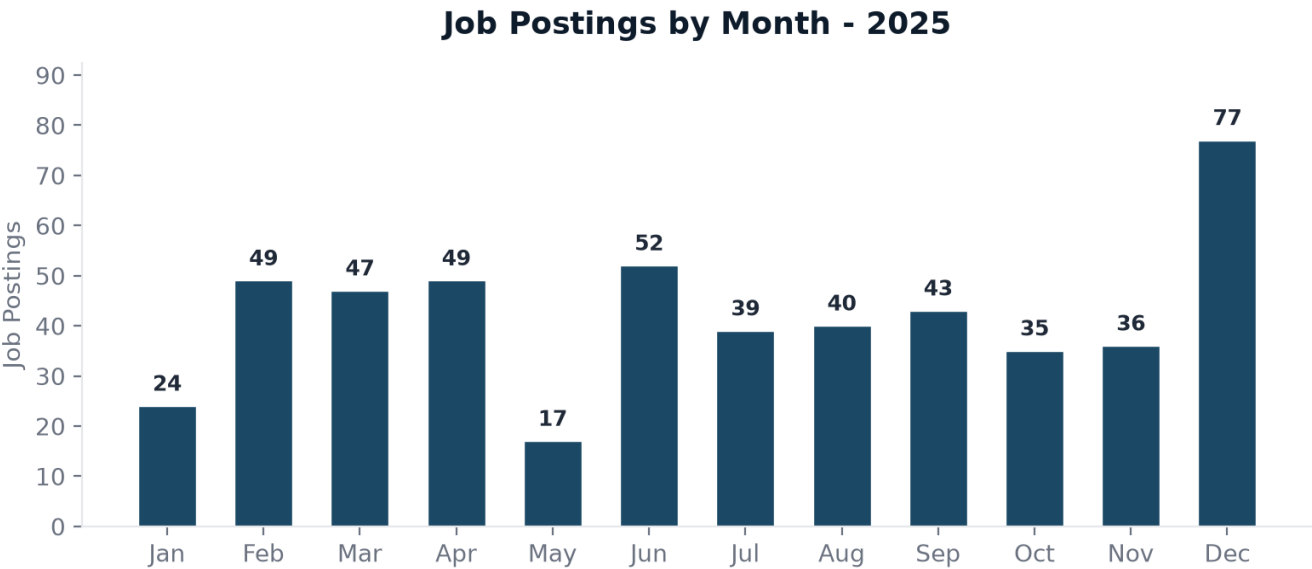
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Key Findings at a Glance

- We tracked **508 job postings** across **73 aquariums and marine facilities** in 2025.
- **Aquarist / Animal Keeper** roles were the most in-demand positions, with **126 postings** in 2025.
- **Dec** saw the most job openings with **77** new postings.
- The majority of positions are **full-time roles**, with part-time opportunities offering flexible ways to gain experience and grow a career in the aquarium field.
- **301 of 508 postings (59%)** included salary information, reflecting strong pay transparency across the industry.
- Advertised aquarist pay averaged **\$20.54/hr**.

Section 1: Hiring Volume & Seasonality

In 2025, AquariumsHiring.com tracked **508 job postings** across the aquarium and marine industry. Hiring activity showed notable variation throughout the year, with clear seasonal patterns that job seekers and employers alike can use to their advantage.

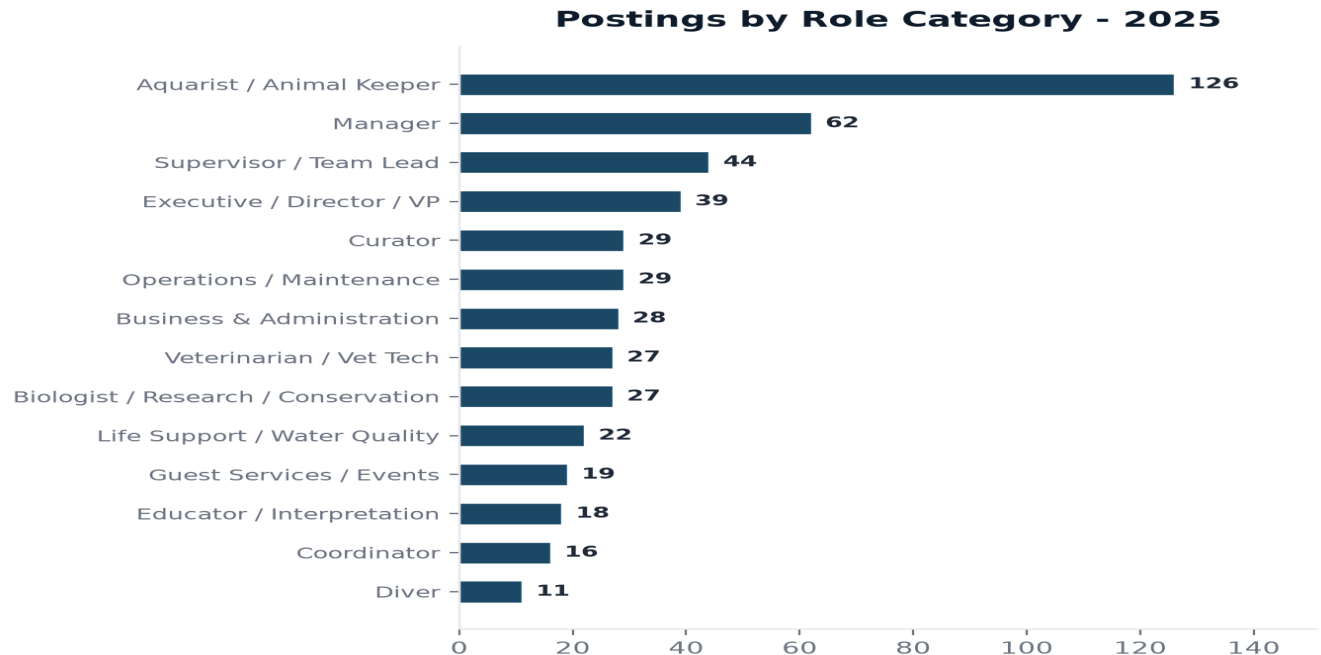


Dec recorded the highest volume of tracked postings (77), capping a steady stream of openings throughout the year. Aquarium hiring runs year-round, with facilities recruiting permanent animal care, operations, and guest-experience staff in every month, alongside seasonal roles that support summer visitor programming.

A note on coverage: these monthly figures reflect both real hiring activity and the growth of our coverage, which expanded over the course of 2025. Early-year totals under-represent actual postings, so the upward slope through the year overstates true seasonality. For comparison, our companion **ZoosHiring.com** report shows the same pronounced December peak and a similar mid-year cadence, but with steady first-quarter hiring — reinforcing that the soft early-2025 aquarium figures reflect our tracking coverage rather than a real market lull. We expect 2026 to provide a cleaner full-year baseline for month-over-month comparison.

Section 2: Most In-Demand Roles

We categorized all 508 job postings into role categories based on title keywords. Note that some jobs may fall into multiple categories, and roles without clear keyword matches are not categorized below.



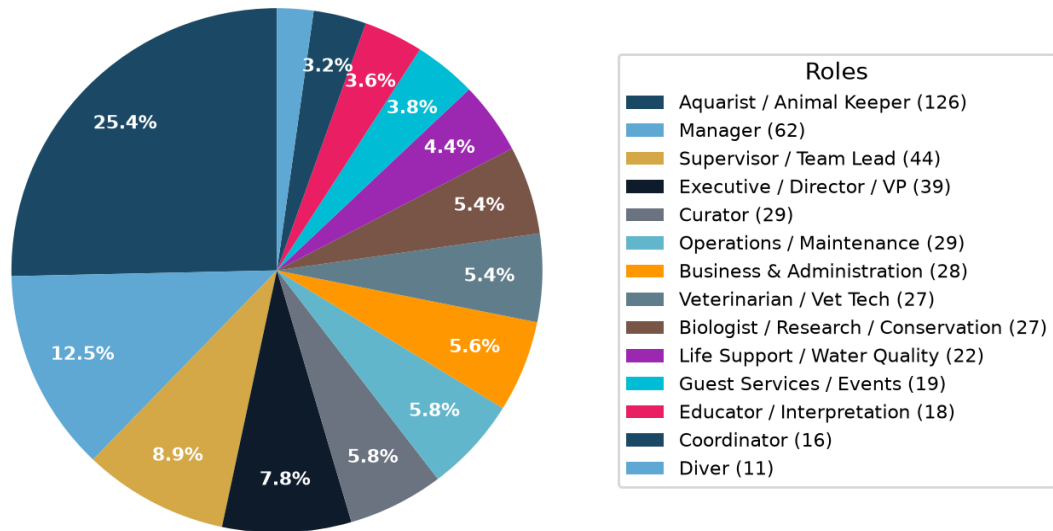
Role Category	Postings	% of Total
Aquarist / Animal Keeper	126	24.8%
Manager	62	12.2%
Supervisor / Team Lead	44	8.7%
Executive / Director / VP	39	7.7%
Curator	29	5.7%
Operations / Maintenance	29	5.7%
Business & Administration	28	5.5%
Veterinarian / Vet Tech	27	5.3%
Biologist / Research / Conservation	27	5.3%
Life Support / Water Quality	22	4.3%
Guest Services / Events	19	3.7%
Educator / Interpretation	18	3.5%
Coordinator	16	3.1%

Role Category	Postings	% of Total
Diver	11	2.2%

Leadership and organizational roles span multiple tiers: **Executive / Director / VP** (39), **Managers** (62), **Supervisors / Team Leads** (44), and **Coordinators** (16), totaling 161 postings across these categories. **Aquarist / Animal Keeper**, the most in-demand role in the field, came in with 126 postings.

Role Distribution

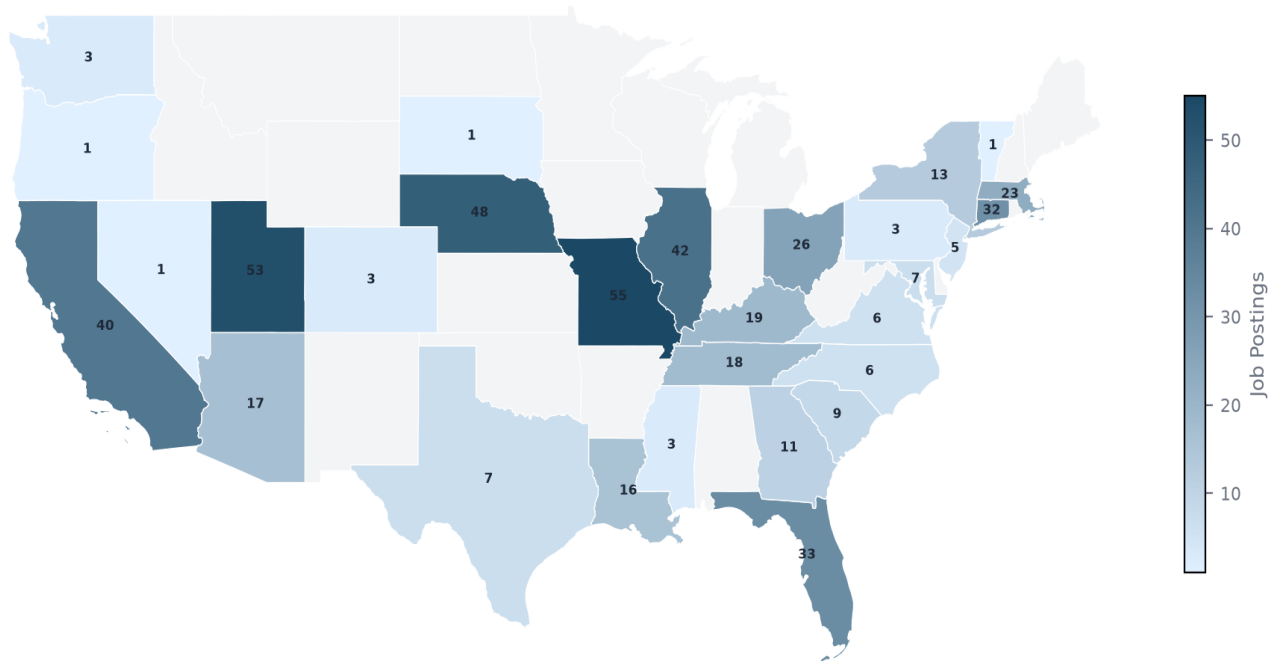
Role Category Breakdown - 2025



Section 3: Where the Jobs Are

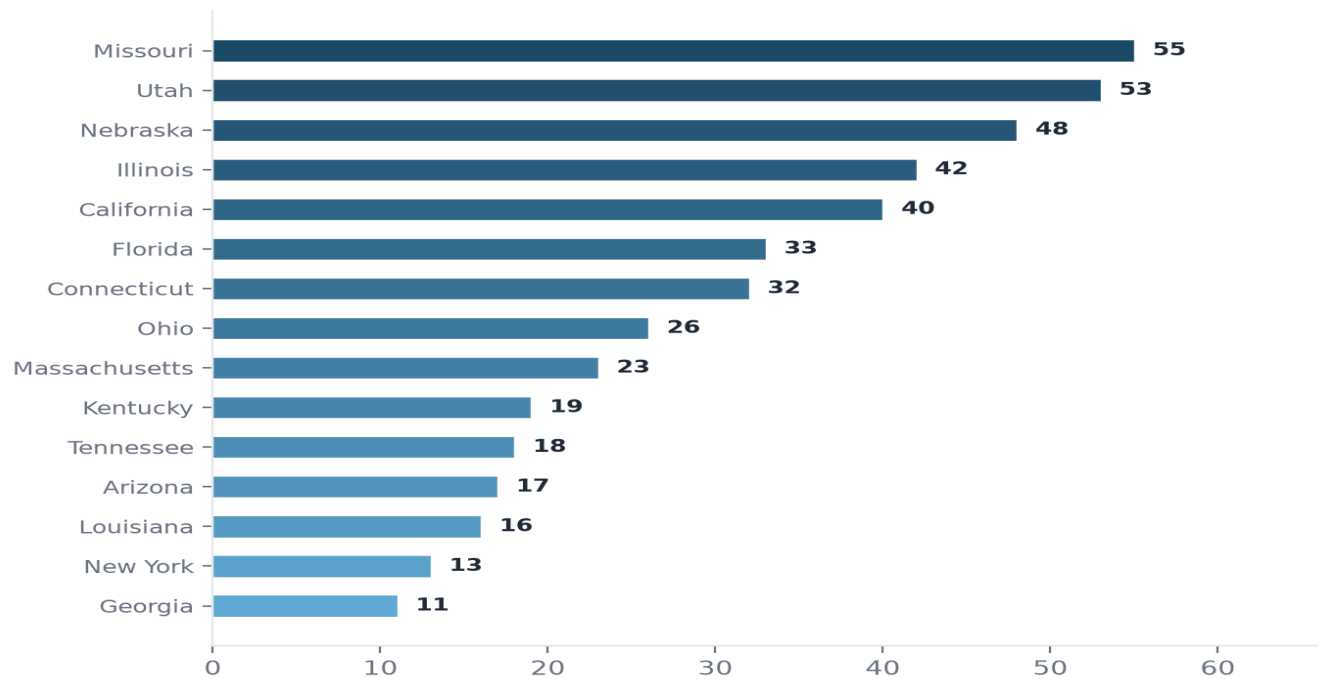
In 2025, tracked aquarium job postings spanned 30+ states, led by **Missouri** (55), **Utah** (53), and **Nebraska** (48). The numbers and data here reflect postings tracked on AquariumsHiring.com during 2025. While our coverage grew throughout the year, these figures represent a sample of the market rather than a complete count, so state totals are best read as directional.

Aquarium Job Postings by State - 2025



Note: Map shows continental US only. Alaska, Hawaii, and Puerto Rico are excluded for display purposes; no job postings were recorded in those regions in 2025.

Top 15 States by Job Volume - 2025



Top 15 States by Job Volume

Rank	State	Jobs Posted
1	Missouri	55
2	Utah	53
3	Nebraska	48
4	Illinois	42
5	California	40
6	Florida	33
7	Connecticut	32
8	Ohio	26
9	Massachusetts	23
10	Kentucky	19
11	Tennessee	18
12	Arizona	17
13	Louisiana	16
14	New York	13

Rank	State	Jobs Posted
15	Georgia	11

Section 4: Salary Snapshot

We extracted salary information from **301 postings** that included compensation data in their descriptions. The table below shows salary ranges by role category, normalized to annual figures (hourly rates converted at 2,080 hours/year).

Role	Sample Size	Low End	High End	Avg. Midpoint
Aquarist / Animal Keeper	69	\$30,680	\$70,782	\$43,194
Manager	44	\$36,791	\$180,960	\$75,088
Executive / Director / VP	27	\$62,000	\$280,000	\$129,711
Curator	19	\$34,936	\$100,000	\$67,479
Supervisor / Team Lead	18	\$35,360	\$119,000	\$55,670
Business & Administration	18	\$38,480	\$137,000	\$67,399
Biologist / Research / Conservation	17	\$31,200	\$119,000	\$57,230
Life Support / Water Quality	14	\$37,440	\$83,387	\$50,226
Operations / Maintenance	14	\$35,360	\$81,994	\$52,616
Educator / Interpretation	14	\$31,200	\$84,157	\$47,227
Coordinator	13	\$33,280	\$66,560	\$47,208
Veterinarian / Vet Tech	11	\$41,600	\$96,279	\$68,813
Guest Services / Events	9	\$35,360	\$63,000	\$51,478
Diver	5	\$33,280	\$52,000	\$45,392

Hourly Rate Samples

Of the 301 postings with salary data, **153** listed hourly rates. Hourly rates ranged from **\$8.50/hr** to **\$40.09/hr**.

Role	Postings	Hourly Range	Avg. Hourly
Aquarist / Animal Keeper	64	\$14.75 - \$34.03	\$20.54
Supervisor / Team Lead	14	\$17.00 - \$37.78	\$24.30
Operations / Maintenance	13	\$17.00 - \$39.42	\$24.57
Life Support / Water Quality	11	\$18.00 - \$40.09	\$23.28
Educator / Interpretation	9	\$15.00 - \$23.00	\$18.77
Coordinator	7	\$16.00 - \$32.00	\$21.96

Role	Postings	Hourly Range	Avg. Hourly
Biologist / Research / Conservation	7	\$15.00 - \$37.12	\$23.37
Manager	4	\$20.00 - \$30.43	\$22.61
Veterinarian / Vet Tech	4	\$20.00 - \$28.00	\$22.57
Guest Services / Events	4	\$17.00 - \$30.00	\$21.25
Business & Administration	4	\$18.50 - \$28.37	\$22.04
Diver	2	\$16.00 - \$20.00	\$18.50
Curator	1	\$34.81 - \$34.81	\$34.81

Note: Salary data is based on postings that included compensation information in their descriptions. Many postings do not list salary, so these figures represent a subset of the market. Actual compensation may vary based on experience, location, and institution type.

This report was produced by **AquariumsHiring.com** using data from **508+** job postings tracked across **73+** facilities in 2025.

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