

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE: Aquaculture Technical Lead (TL)

REPORTS TO: Deputy Programme Manager

STAFF REPORTING TO POSTHOLDER: Aquaculture Officer

LOCATION: One of the Programme sites (Kakamega, Kisumu, Homa Bay, Busia, Siaya)

DURATION & HOURS: Fixed term, full-time, renewable based on performance and availability of funds.

PURPOSE OF THE ROLE

The purpose of the role is to provide technical leadership in Aquaculture for a program titled ***'Empowering youth in sustainable Aquaculture Markets and Job creation program'*** that will be implemented by Farm Africa in partnership with Mastercard Foundation. The programme aims to tap the potential offered by the aquaculture sector for entrepreneurship and employment, building knowledge and capacity so that young people, especially women, are attracted by the opportunities and growth potential offered by working in aquaculture and mariculture. The Programme covers Kakamega, Kisumu, Homa Bay, Busia, Siaya and Kilifi.

This is a key role responsible for overseeing and managing technical aspects of aquaculture operation. This position requires a strong understanding of the aquaculture practices, technology and sustainability principles. He/she will lead a team of professionals, ensuring the successful implementation of the aquaculture Programme, maintaining optimal production conditions and driving innovation in aquaculture techniques. He/she should possess excellent problem solving, analytical, and leadership skills. Effective communication and interpersonal skills which are necessary for planning, development and execution of aquaculture programme ensuring efficient and sustainable production of aquatic organisms within established guidelines and regulations. Collaborating with various stakeholders, industry partners and building productive relationships is key to optimize productivity, profitability and environmental stewardship in aquaculture practices. A high level of competence in project budgeting, quality reporting and work planning is essential.

KEY TASKS AND RESPONSIBILITIES

Activity Implementation and Reporting

- ✎ Take overall responsibility for the work planning, implementation and management of the aquaculture component of the programme.
- ✎ Track project progress on a weekly basis and provide routine updates as agreed with the Project Manager.
- ✎ To manage the programme's aquaculture component in accordance with programme documents, work plans and budgets and ensure that work is consistent with Farm Africa's strategies and the conditions of the donor contracts.
- ✎ Contribute in development of both internal and donor reports.
- ✎ Maintain regular communications with the line manager and other team members.

Delivering Technical Excellence

- ✎ The Aquaculture TL will be responsible for ensuring the technical excellence of all activities delivered within the project with a specific focus training in Aquaculture.

- ✎ Work with the Deputy Programme Manager to identify areas of technical development within the project and team and mobilize resources to support this.
- ✎ Ensure follow up of technical trainings to analyze effectiveness and uptake of trainings.
- ✎ Develop and implement strategic plans for aquaculture programme, including site selection, species selection, and infrastructure design.
- ✎ Conduct feasibility studies and risk assessments and mitigating risks associated with aquaculture operations, such as disease outbreaks, environmental impacts, and economic factors to ensure the economic viability and sustainability of the aquaculture operations.
- ✎ Provide technical guidance and support to farmers and Local service providers (LSPs) on best aquaculture practices, including feeding techniques, water quality management, disease prevention and control, and hatchery operations.
- ✎ Develop and implement protocols and procedures for monitoring and managing aquaculture systems, including fish health, water quality, feed utilization, and waste management.
- ✎ Conduct regular farm visits and inspections to ensure compliance with industry standards and regulatory requirements.
- ✎ Collaborate with research institutions and industry experts to stay abreast of new technologies and industry trends and identify opportunities for innovation.
- ✎ Develop strategies to optimize aquaculture production, including stock management, feed conversion efficiency and genetic improvement.
- ✎ Conduct analysis of production data and performance indicators to identify areas for improvement and develop strategies for increased productivity and profitability.
- ✎ Evaluate and implement technologies and practices that enhance production efficiency, reduce environmental impact, and improve product quality.
- ✎ Collaborate with feed suppliers, hatcheries, stakeholders and other industry players to ensure access to quality inputs, improved fingerlings and best services.
- ✎ Provide training and technical assistance to farmers (women and youth), Village Based Assistants and LSPs on various aquaculture techniques, including breeding, hatchery operations, nursery techniques, and grow-out management.
- ✎ Develop and deliver training programs on fish health management, disease diagnosis, and treatment, harvesting, and post-harvesting handling such as value addition or processing, cold storage and transportation.
- ✎ Facilitate knowledge transfer through workshops, seminars, and knowledge exchange events.
- ✎ Collaborating with external stakeholders, such as government agencies, research institutions, and industry associations, to promote best practices and ensure compliance with regulations and facilitate knowledge transfer through workshops, seminars and extension services to the farmers
- ✎ Implementing quality control measures and ensuring adherence to food safety and traceability standards.
- ✎ Provide management advice and disseminate results to inform decision and policy making process on the aquaculture subsector, biodiversity conservation and environmental protection;
Provide policy and strategic advice on sustainability criteria for aquaculture.

Monitoring Evaluation and Learning

- ✎ Adhere to Farm Africa's Monitoring, Evaluation and Learning (MEL) practices and frameworks and ensure that project team actively collect, analyze and manage data to feed into project delivery.

- ✎ In collaboration with the M&E team, develop and implement a project monitoring and evaluation process, capturing project outcomes/impact and lessons learned.
- ✎ Monitoring and evaluating the performance of aquaculture operations, identifying areas for improvement, and developing and implementing mitigation plans for risks and challenges.

Visibility, Communication and Networking

- ✎ To manage and nurture mutually beneficial partnerships with other stakeholders, including various service providers and private sector companies in the value chains promoted.
- ✎ To keep abreast of relevant changes in government policy in Aquaculture that could affect the Programme and advise senior management accordingly.
- ✎ Contribute to the development and implementation of the project's visibility strategy in line with donor guidelines.

Other Roles

- ✎ To play an active role as a member of the Farm Africa Kenya team.
- ✎ In consultation with the Deputy Programme Manager, to act as an ambassador, promoting the program and the work of Farm Africa, including hosting visitors, speaking at workshops, conferences and meeting donors and other officials as and when required.
- ✎ To ensure that the program contributes to, responds to and complies with all relevant Aquaculture sector policy developments.
- ✎ To undertake any other duty as may be directed by the line manager or Programme Manager from time to time.

PERSON SPECIFICATION	
Essential	Desirable
Education, qualifications & other knowledge	
Bachelor degree in Aquaculture, Fisheries, General agriculture, or other related field.	Knowledge and strong technical skills on all aspects of aquaculture operations and certification standards
Good understanding of the role of the private sector in aquaculture and other value chains	
Good understanding of how small scale producers can be linked to the private sector or markets for their produce	
Experience	
At least 5 years' experience in the aquaculture sector and a strong value chains and market engagement focus	Field based experience implementing small holder projects in aquaculture
Skills & abilities	
Project management	Negotiating & managing partner relationships
Team building	Field level training
Financial management	Policy influencing

Agricultural value chains development	Fundraising
Participatory planning, monitoring & evaluation	Capacity building of organisations & individuals
Effective communication (both verbal & written)	Familiarity with smartphone mobile training tools
Report writing skills	
Strong, decisive and results oriented leader	

Our Values

Investing in smallholder farming is the number one way to combat poverty in rural Africa. Farm Africa is a leading NGO specialising in growing agriculture, protecting the environment and developing businesses in rural Africa.

- **EXPERT:** Expertise and insightful evidence-based solutions are at the heart of everything Farm Africa does.
- **GROUNDLED:** Our teams and partners work closely with local communities, engaging them in every level of decision-making.
- **IMPACTFUL:** We deliver long lasting change for farmers, their families, and the environments they live in.
- **BOLD:** We model innovative approaches and are not afraid to challenge strategies that are failing.

HOW TO APPLY:

If interested in this role, please apply via this link

<https://www.brightermonday.co.ke/listings/aquaculture-technical-lead-tl-k8r6z5> , so as to be received by **Thursday 18th January 2024**.

Only short listed candidates will be contacted.

Farm Africa is an equal opportunity employer and promotes gender equity. Canvassing will lead to automatic disqualification. Farm Africa does not charge a fee at any stage of the recruitment process. (E.g. Application, interview, meeting, processing, training or any other fees).