

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE: Mariculture Officer

REPORTS TO: Mariculture Technical lead

STAFF REPORTING TO POSTHOLDER: None

LOCATION: Kilifi with travel to the field

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

PURPOSE OF THE ROLE

The Mariculture officer will support the program in technical aspects in Mariculture in the ***Empowering Youth in Sustainable Aquaculture Markets and Jobs creation program*** 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 and youth, are attracted by the opportunities and growth potential offered by working in the aquaculture and mariculture sectors. The Programme covers Kakamega, Kisumu, Homa Bay, Busia, Siaya, and Kilifi Counties.

The Mariculture Officer is a professional responsible for managing and overseeing activities related to mariculture, which involves the cultivation of marine organisms such as fish, shellfish, and seaweed. The primary purpose of a Mariculture Officer is to contribute to the sustainable development and management of mariculture operations. This includes promoting responsible aquaculture practices, ensuring the health and productivity of marine organisms, and supporting the overall goals of the organization or aquaculture facility. It requires a solid technical background in Mariculture and training experience and ability to interact with government officers, private sector players, and other NGO partners. This position requires a direct commercial sector experience and the incorporation of good agriculture practices to the Local service providers.

KEY TASKS AND RESPONSIBILITIES

Mariculture Technical Input in Project Implementation

- ▼ In liaison with the Technical lead in charge of Mariculture and other project staff, develop an effective and coherent strategy for implementing the good agriculture practices in mariculture system.
- ▼ To provide relevant technical information to facilitate project budgeting, management and implementation of mariculture development work in the targeted Programme Counties
- ▼ To develop mutually beneficial partnerships with relevant government departments, NGOs and other institutions involved in agricultural development work in the project area.
- ▼ To assist the Technical lead, identify Local service provider (LSP) and roll out an appropriate LSP farmer network (s); including identifying MSMEs within the aquaculture value chains

Training/Capacity Building

- ▼ Develop relevant training materials as per Farm Africa (FA) guidelines
- ▼ Participate in the selection, breeding, and management of marine species suitable for mariculture.

- ❏ Implement best practices for the health and growth of cultured species.
- ❏ In liaison with stakeholders and the County extension services, to conduct trainings in good agriculture practices to ensure that mariculture systems are environmentally sustainable and comply with regulations.
- ❏ In all trainings, the officer should offer technical backstopping to ensure high quality delivery
- ❏ Collaborate with suppliers, distributors, and other stakeholders to ensure the success of mariculture operations.
- ❏ To identify and support LSPs and MSMEs with site selection & establishment and training of identified Farmer groups in targeted program Counties.
- ❏ To build the capacity of the LSPs and the local communities to include and manage good agricultural practices for improved production and incomes sustainably
- ❏ Collaborate with fisheries extension officers to disseminate knowledge and promote the adoption of modern farming techniques.
- ❏ Collaborate with Agribusiness department to identify job nodes for young women and men within the mariculture sector and nurture entrepreneurship.
- ❏ Develop and implement strategies for disease and health management, including the water and nutrition management aspects.
- ❏ Jointly with the relevant staff to ensure timely and quality completion of all project activities including required procurement in keeping with Farm Africa procurement policies

Monitoring Evaluation and Learning

- ❏ Monitoring and evaluating the performance of agricultural operations, identifying areas for improvement and implementing mitigation plans for risks and challenges.
- ❏ Working alongside the MEL department, develop and implement monitoring and evaluation frameworks to track project progress and outcomes.
- ❏ Collect and analyse data on project activities, impact, and effectiveness.

Stakeholder Engagement:

- ❏ Collaborate with government agencies, NGOs, financial institutions, market actors, and other stakeholders to foster partnerships and ensure project alignment.
- ❏ Facilitate dialogues, workshops, and knowledge-sharing sessions with stakeholders to promote collaboration and exchange of ideas.

Reporting:

- ❏ Compile monthly and quarterly reports (with illustrations such as graphs) to indicate the progress of the programme implementation activities.
- ❏ Prepare reports and presentations summarizing project results and lessons learned.
- ❏ Any other duties as may be directed by the line manager or programme manager.

PERSON SPECIFICATION	
Essential	Desirable
Education, qualifications & other knowledge	
<ul style="list-style-type: none"> • Relevant degree level qualification e.g. Mariculture, General agriculture • Knowledge of the development & policy environment in Kenya • Understanding of farmer group dynamics and aggregation and marketing strategies 	<ul style="list-style-type: none"> • Bachelor's degree in relevant subject • Valid motorcycle license & off-road motorcycle driving experience • Previous NGO or private sector work experience in rural development • Skills in seed production, multiplication and marketing.

Experience	
At least 2 years relevant work experience	Commercial sector experience desirable
Skills & abilities	
<ul style="list-style-type: none"> Farmer participatory approaches Project planning & implementation Data collection, entry & analysis Field level training Communication (both verbal & written) 	<ul style="list-style-type: none"> Knowledge & practical experience of the farmer field school approach Negotiating & managing partner relationships Capacity building of organizations

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/mariculture-officer-kilifi-zpvr0x>, 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).