



## JOB DESCRIPTION AND PERSON SPECIFICATION

**JOB TITLE:** Technical Assistant – Aquaculture

**REPORTS TO:** Aquaculture Technical Lead

**REPORTING TO POSTHOLDER:** None

**LOCATION:** Kisumu with travel to other project sites

**DURATION & HOURS:** Fixed term, full-time

### PURPOSE OF THE ROLE

The Technical Assistant – Aquaculture will support the aquaculture team in implementing technical aspects of aquaculture within the "**Youth in Sustainable Aquaculture (YISA) Program**," a partnership between Farm Africa and the Mastercard Foundation. The program focuses on unlocking the potential of the aquaculture sector to drive entrepreneurship and employment for young people, especially young women, across Kakamega, Kisumu, Homa Bay, Busia, Siaya, and Kilifi counties. The Technical Assistant will contribute to the sustainable development and management of aquaculture operations, including overseeing the cultivation of aquatic organisms such as fish (pond and cage farming) within controlled environments. He/she will assist in promoting responsible aquaculture practices, enhancing productivity and supporting the program is overarching goals of environmental sustainability and economic empowerment.

This role requires a solid technical background in aquaculture practices, technology, and sustainability principles, along with strong problem-solving, analytical, and interpersonal skills. The intern will collaborate with government officers, private sector players, and NGO partner teams to align operations with project goals and sustainability standards. Key responsibilities include delivery of farmer trainings, fostering innovation in aquaculture techniques, adoption monitoring, reporting, and work planning. This role provides a unique opportunity for a hands-on experience in aquaculture operations, environmental stewardship, project implementation and development of an inclusive and sustainable aquaculture sector.

### KEY TASKS & RESPONSIBILITIES

#### Aquaculture Technical Input in Project Implementation

- ▼ In liaison with the aquaculture team, develop an effective and coherent strategy for implementing the good aquaculture practices in aquaculture system.
- ▼ To provide relevant technical information to facilitate program budgeting, management and implementation of aquaculture development work in the targeted program counties.
- ▼ To assist the aquaculture team, oversight program activities including Local Service Provider (LSP) advisory, participants' adoption and appropriate farmer networks with sector actors.



### Training/Capacity Building

- ▼ Deliver relevant trainings programs for farmers, LSPs, and stakeholders on aquaculture techniques such as breeding, hatchery operations, disease prevention, water quality management, grow-out production, cage production, harvesting, and post-harvest handling as per Farm Africa guidelines.
- ▼ Coaching and mentoring LSPs and local communities, including young women and men to enable them adopt best practices for improved production and sustainable incomes.
- ▼ Monitor and manage fish health, including disease and pest controls to ensure optimal yield and quality.
- ▼ Offer technical backstopping to ensure high quality delivery in liaison with the Aquaculture team.
- ▼ Collaborate with suppliers, distributors, and other stakeholders to ensure the success of aquaculture operations.
- ▼ Collaborate with Agribusiness department to identify job nodes for young women and men within the aquaculture sector and nurture entrepreneurship.
- ▼ Jointly and with the relevant staff, ensure timely and quality completion of all program activities as guided by the Aquaculture Technical Lead.

### Monitoring Evaluation and Learning

- ▼ Monitoring and evaluating the performance of aquaculture operations, identifying areas for improvement and implementing mitigation plans for risks and challenges.
- ▼ Collect and analyse data on program 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.

PERSON SPECIFICATION	
Essential	Desirable
<b>Education &amp; Qualifications</b>	
<ul style="list-style-type: none"> <li>• Relevant degree level qualification e.g. aquaculture, Fisheries or general agriculture.</li> <li>• Knowledge of the development &amp; policy environment in Kenya.</li> <li>• Understanding of farmer group dynamics, aggregation and marketing strategies.</li> </ul>	<ul style="list-style-type: none"> <li>• Bachelor's degree in relevant subject</li> <li>• Valid motorcycle license &amp; off-road motorcycle driving experience.</li> <li>• Previous NGO or private sector work experience in rural development.</li> <li>• Skills in seed production, multiplication and marketing.</li> </ul>
<b>Experience</b>	
At least 3 years relevant work experience.	Commercial sector experience desirable.
<b>Skills &amp; Abilities</b>	



<ul style="list-style-type: none"> <li>• Farmer participatory approaches.</li> <li>• Project planning and implementation.</li> <li>• Data collection, entry and analysis.</li> <li>• Field level training and adoption monitoring.</li> <li>• Communication (both verbal and written)</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and practical experience of the farmer field school approach.</li> <li>• Negotiating and managing partner relationships.</li> <li>• Capacity building of organizations.</li> </ul>

### 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/technical-assistant-aquaculture-xp4w4v>, so as to be received by **Sunday 22<sup>nd</sup> March 2026**.

**Only short-listed candidates will be contacted.**

***Farm Africa is an equal opportunity employer and promotes gender equity. We believe everyone has a duty to safeguard and promote the wellbeing of all children and vulnerable persons.***

*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).*