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| Grow Out Consultant | | Ad No: ABT 30 / 20 | Rev # | 1.0 |  AQUABIO TECH GROUP |
| Prepared By: | MJG / MAD | Expected Start Date: | Q1 2021 | | |
| Approved By: | MAD | Last Revision Date: | 02-Nov-20 | | <small>\\Filesrv\hr\HRAdminFiles\HRDocuments\HumanResources\JobAdverts\2020\ABTC-GrowOutConsultant-02-Nov-20.docx</small> |

Immediate Vacancy

Grow Out Consultant


AquaBioTech Group is seeking a suitably qualified person with experience in aquaculture, to supervise the entire grow-out of Tilapia from the initial to the final stages, including harvesting operations, along with maintenance and quality functions, under the general supervision of the Project Manager. The expert will also be responsible for the training and follow up of entrepreneurs and trainees and will assist the project to provide input on the management and operational strategy of the Institute of Aquaculture. During the initial phases, the expert will assist the project in defining the current practices, identify issues and needs in terms of technical and infrastructural improvement and training. After this phase, the expert will assist the project in drawing up a detailed implementation plan for the tilapia technical and business development for 2021-2023/4

Synopsis of position offered

A position within the **AquaBioTech Group** has arisen for a suitably qualified person to be employed as a Tilapia Aquaculture - Grow Out Expert. The work to be undertaken will be based in Mozambique and the person will be supervising the grow-out of Tilapia in the region whilst being based there. The duties include, but are not limited to:

Grow-out Operations:

- Assist the project to oversee the entire business planning and production of Tilapia.
- Assist with the operations including equipment and technology requirements, including chemicals and fish feed.
- Determine the operational strategy to provide the highest level of fish care while meeting or exceeding the production plan.
- Oversee the harvesting schedules and monitoring the health of the fish including to make sure that hygiene standards are high, to prevent disease.
- Conduct and supervise stock examinations in order to identify diseases or parasites.
- Monitor environments to ensure maintenance of optimum conditions for aquatic life, including water quality and oxygen levels.
- Collect and record growth, production, and environmental data.
- Determine food requirements and structure feeding regimes.
- Determine how to allocate resources, and how to respond to unanticipated problems such as infestation, drought, and fire.

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- Oversee the standardization of procedures and implementation of SOPs.
- Comply with all quality standards and SOP's, considering standards of operation and fish quality including optimal maintenance performance of all equipment and systems.
- Assist the project in monitoring aquaculture and fishery market activity and planning production and fishing activities to meet contract requirements and market demand.

Training and the relationship with the trainees and entrepreneurs:


- Prepare the training material for the grow-out of Tilapia.
- Supervise and train the entrepreneurs (shareponing model) + 24 trainees annually (tilapia management).
- Ensuring that the Trainees receive clear expectations, effective training, regular coaching, on-going feedback and positive reinforcement.
- Oversee Health and Safety policies, practices and on-going improvement, including the involvement of team members in safety activities implementation.
- Provide a safe working environment committed to minimizing safety incidents including monitoring performance against assigned safety targets and address gaps as needed.
- Build and maintain engagement with personnel and collaborative working relationships.

Reporting directly to the Business Development Director of **AquaBioTech Group** as well as the assigned Project Manager, the position is demanding, requiring a person who is highly motivated and self-organised. The selected person must be prepared to work to very tight deadlines in isolated and multi-functional projects and in conjunction with a team of international staff based at our head-office in Malta, as well as staff who are working at the project sites.

Qualifications Overview

The successful candidate is likely to have a solid background in Aquaculture, preferably with a M.Sc. level of education in Aquaculture or in an equivalent educative profile relevant to the assignment. He or she will have a minimum of 10 years' experience in hands-on tilapia grow-out, including competence and experience in Tilapia business development in a development context.

The successful candidate is likely to have experience in supervising and mentoring staff, training of trainers, initiating teamwork and capacity development. Competence and experience in strategic planning, project and process management, operational planning and monitoring are also required.

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The successful candidate will also need to have knowledge and experience with data process, Microsoft Office Package or relating software. He or she will need to possess the ability to solve potential problems that may impede workflow. Practical hands-on experience from other practical areas of work will be consider a benefit.

The selected candidate will have to speak and write English fluently. Competence in both written and spoken Portuguese would also be considered an asset, although not essential. The selected candidate must have a clear passport with no travel restrictions, no legal convictions held at any time and be in possession of a clean driving licence.

Financial Package

The successful candidate will be offered a two (2) or three (3) year, fixed-term contract with the company. The starting package offered for this position will be structured largely upon the chosen candidate, reflecting the experience the candidate brings to the company.

Application Procedure

Further information about the **AquaBioTech Group** and the services we offer can be viewed at www.aquabt.com. Applicants are required to submit a full *Curriculum vitae* in the **AquaBioTech Group** Europass format that **must** be downloaded from our website – **no other Cv formats will be accepted**. Questions about the application should be directed to the HR Department, on hr@aquabt.com