



FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS
Terms of Reference for Consultant

Job Title	National Aquaculture Extension Consultant		
Division/Department:	FAO Swaziland		
Programme/Project Number:	TCP/SWA/3602		
Location:	Home base with field missions	Name:	
Expected Start Date of Assignment:	1 December 2017	Duration:	10 month with frequent field missions
Reports to	Name: Vasco Schmidt	Title:	FAO SFS Fisheries and Aquaculture Officer

GENERAL DESCRIPTION OF TASK(S) AND OBJECTIVES TO BE ACHIEVED

Background

The project will focus on development of a Fisheries and Aquaculture Strategy and action plan for Swaziland. The project objective is to foster investment in aquaculture and promote effectively governed fisheries and aquaculture development, which provides opportunities for commercial aquaculture and also livelihood improvements through bettered fish production techniques.

The expected outcomes are three-fold:

1. Implementation of a national fisheries and aquaculture strategy for better management of activities in Swaziland.
2. Development of ecologically and adoption and socio-economically responsible and profitable forms of aquaculture by farmers and investors.
3. Farmers/investors in Swaziland's ability to use appropriate business models to explore market options and increase the knowledge of aqua-business management skills strengthened.

Direct target beneficiaries are select farmers and Governments and Ministry of Agriculture, Fisheries Department.

Terms of Reference:

Under the overall supervision of the FAO SFS Fisheries and Aquaculture Officer and the technical support from the FAO Project Taskforce, under direct supervision of the project lead Consultant, and in close collaboration with the project coordinator and the Tilapia Expert, the Consultant will provide field support in extension and farmer support. She/he will assist the lead Consultant in undertaking his/her deliverables.

Deskwork will include training preparations and the consultant will also assist the development of a fisheries and aquaculture strategy and action plan for Swaziland and other work as identified through 1st stakeholder consultation.

Deskwork activities will include:

- Assist the Lead and Tilapia Consultant in drafting a research and development programme for an aquaculture industry in Swaziland.
- Assist in developing or adapt better management practices for tilapia production, harvesting, post-harvest handling, processing and marketing.
- Assist in developing a training course and serve as lead trainer in the training of farmer groups and traders in tilapia farming, harvesting, handling and marketing.
- Assist in collecting information and provide information for the feasibility studies of producing tilapia seed in a hatchery and farming tilapia in ponds and/or cage culture; that indicates economic, financial, and technical feasibilities.
- Collect and/or provide information for conducting a feasibility study for other species as identified in the first stakeholder consultation (ie. rainbow trout).
- Assist in formulating investment guides for government and funding partner assistance and public-private partnership in the development of these two aquaculture systems and private sector investment in establishing projects to farm tilapia and/or other suitable identified species (ie. trout).
- Assist in developing a technical, financial and marketing support service programme for tilapia farmers: for new entrants, for farmers of intermediate capacity, and for advanced farmers; in particular in providing information on markets and value-chain as applicable.
- Assist in developing a template and example of farm management plans for medium and small scale tilapia farms; and template and example of a farm management plan for a medium scale commercial oriented tilapia farm.
- Assist in developing an example of a loan application for a tilapia and/or medium scale farm.
- The Consultant will also attend Government Task force meetings and guide the formulation of a fisheries and aquaculture strategy and action plans for Swaziland.

In his field missions the Consultant will:

- Assist the lead and tilapia Consultants in organizing and training tilapia farmer clusters and if possible farmer's associations.
- Assist the Consultants in testing and introducing better management practices for tilapia production, harvesting, post-harvest handling, processing and marketing.
- Advise, as requested, the government, farmers and other stakeholders on tilapia marketing strategies.
- Together with the Consultant, provide training for professionalization of their associations.
- Together with the Consultants and FAO Technical officer, train farmers on better management practices (BMPs) in tilapia farming.
- Assist in introducing to Government and farmers a template and example of farm management plans for medium and small scale tilapia farms; and template and example of a farm management plan for a medium scale commercial oriented tilapia farm.
- Together with the lead Consultant and FAO Technical officer, provide training for professionalization of their associations.
- Together with Tilapia culture Expert Consultant, train farmers on better management practices (BMPs) in tilapia farming.
- Provide any further field advice to Government or farmers as requested.

The Consultant will provide mission reports and reports of all activities as requested. She/he may be requested to carry out any other activities as instructed by the lead Consultant in consultation with the FAO SFS Fisheries and Aquaculture Officer.

KEY PERFORMANCE INDICATORS

Expected outputs:

The Consultant will work under the direct supervision of the lead Consultant and provide to her/him outputs expected include but are not limited to:

- Formed and assisted fish farmers association(s)
- Trainings provided, including on best management practices for fish farmers.
- Introductions of template examples for tilapia farm management plans and loan application
- Assisted producers applying good management practices in order to develop or improve their farming systems.
- Mission and progress reports
- Contributions to final assignment report including recommendations for next steps in a project proposal for an external funded project.
- Contributions to the project terminal statement.

Required Completion Date:

October 2018

REQUIRED COMPETENCIES

Qualifications:

- A university degree and/or technical qualification with Animal Science.
- A recent graduate with practical internship in a livestock sector.

Selection Criteria:

- Relevance of academic qualification.
- Extent of relevant experience.
- Level of working languages (English essential).
- Extent of relevant technical experience.

All CV's to be submitted to below address:

The FAO Recruitment Office

Food and Agriculture Organization of the United Nations
1st Floor, Ministry of Agriculture Headquarters Building
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