LILONGWE UNIVERSITY OF AGRICULTURE & NATURAL RESOURCES (LUANAR)

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AquaFish Africa Center of Excellence

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Staff Vacancy Advertisement

↗ FISH FARM MANAGER

Background

The Lilongwe University of Agriculture and Natural Resources (LUANAR) hosts the Centre of Excellence in Aquaculture and Fisheries (AQUAFISH), a regional hub for training, research, innovation and outreach in aquaculture and fisheries. Being an institutionalized centre and as part of its sustainability measures, the Centre manages the AquaFish Mega Farm, which supports aquaculture production, practical training, research and innovation activities.

Through a partnership arrangement with the Department of Fisheries in the Ministry of Agriculture, the Centre has been allocated fish ponds and a hatchery at Kasinthula Fisheries Station Farm in Chikwawa District to run as part of its business and outreach.

Applications are therefore invited from suitably qualified and experienced candidates to fill the position of Fish Farm Manager, who will be responsible for the overall management and day-to-day operations of the AQUAFISH-Kasinthula fish farm.

Role Summary

The Fish Farm Manager will be responsible for the overall management and coordination of fish farming at Kasinthula Fisheries Station Farm. The position will oversee fish production, hatchery and fingerling operations, pond and feed management, staff supervision, resource management, marketing, record keeping and reporting. The incumbent will ensure achievement of production targets while supporting the Centre's training, research, innovation, outreach and commercialisation objectives.

Specific Duties and Responsibilities

The successful candidate will be responsible for the following:

1. Farm Operations and Production Management

- Provide management and coordination of the day-to-day operations of the AQUAFISH

fish farming facilities.

- Develop and implement fish production plans, operational schedules and production targets.
- Oversee broodstock management, breeding, hatchery operations and fingerling production, where applicable.
- Coordinate pond preparation, stocking, feeding, sampling, grading and harvesting activities.
- Monitor fish growth, stocking densities, production performance and survival rates.
- Implement measures to maximise productivity and minimise production losses.
- Promote the adoption of appropriate, efficient and sustainable aquaculture technologies and practices.

2. Fish Health, Biosecurity and Environmental Management

- Monitor fish health, water quality and other environmental conditions affecting fish production.
- Establish and enforce appropriate biosecurity measures to prevent and control fish diseases and other biological risks.
- Coordinate appropriate interventions in response to fish health and production challenges.
- Ensure compliance with occupational health and safety requirements in all farm operations.
- Promote environmentally sustainable aquaculture practices and responsible management of farm waste.
- Ensure compliance with applicable fisheries, environmental, health and safety requirements.

3. Resource, Infrastructure and Inventory Management

- Plan and monitor the procurement, utilisation, storage and stock control of fish feed, fingerlings and other farm inputs.
- Maintain accurate records of fish stocks, feed, equipment, inputs and other farm resources.
- Conduct regular stock-taking and reconcile physical stocks with recorded balances.
- Ensure proper custody, utilisation and accountability of farm equipment, inputs and other institutional resources.
- Ensure proper operation and maintenance of fish ponds, hatchery facilities, water supply systems, equipment and other farm infrastructure.
- Develop and implement preventive maintenance schedules and coordinate repairs and maintenance as required.
- Identify infrastructure, equipment and resource requirements and make recommendations for improvement.

4. Marketing and Revenue Generation

- Coordinate the marketing and sale of fingerlings, table fish and other farm products.
- Identify and pursue opportunities for expanding markets and increasing revenue from fish farming activities.
- Develop and maintain a database of customers, buyers and other market stakeholders.
- Coordinate timely harvesting, handling, packaging and delivery of farm products.
- Maintain accurate sales and revenue records and ensure proper accountability for income generated from farm activities.
- Monitor market trends and recommend strategies for improving the commercial performance of the fish farm.

5. Staff Management, Research and Outreach

- Supervise and coordinate the work of farm workers and other personnel assigned to the fish farm.
- Allocate duties, establish work schedules and monitor staff performance.
- Promote discipline, teamwork, professionalism and adherence to established farm procedures.
- Coordinate the participation of students, interns and other trainees in practical fish farming activities.
- Facilitate the use of the fish farm as a platform for practical training, research, innovation and technology demonstration.
- Support academic staff and students in conducting aquaculture-related research and practical training activities.
- Facilitate demonstrations and dissemination of appropriate aquaculture technologies and practices to farmers and other stakeholders.
- Support farm visits, field demonstrations, study tours and other outreach activities.

6. Partnership, Compliance, Records and Reporting

- Maintain effective working relationships with the Department of Fisheries in accordance with the Public-Private Partnership arrangement.
- Coordinate with government institutions, private sector actors, farmers, suppliers, customers, researchers and other stakeholders involved in farm activities.
- Ensure that activities undertaken at the Kasinthula facility are consistent with the objectives and obligations of the PPP arrangement.
- Establish and maintain accurate and up-to-date records relating to fish production, stocking, feeding, fish health, harvesting, sales, inventory and farm operations.
- Develop and maintain appropriate databases and systems for monitoring farm performance.
- Prepare and submit monthly, quarterly, annual and other reports on farm operations

and performance as required.

7. Planning, Performance and General Management

- Develop and implement the fish farm's annual work plans, operational plans and performance targets.
- Contribute to the preparation and monitoring of the farm's operational budget.
- Monitor production, financial and operational performance against approved targets.
- Identify operational risks and implement appropriate mitigation measures.
- Promote continuous improvement, innovation, efficiency and commercial sustainability of the fish farming operations.
- Perform any other duties as assigned by relevant University authorities in support of the effective operation of the fish farm.

Qualifications, Experience and Attributes

- A minimum of a Masters' Degree in Aquaculture and Fisheries or a related field from a recognized institution.
- At least 5 years practical experience in aquaculture production, hatchery management, pond management or commercial fish farming.
- Sound knowledge of fish breeding, fingerling and table size fish production, fish nutrition, water quality management, and fish health management.
- Demonstrated leadership, supervisory, and team management skills.
- Proficiency in Microsoft Office applications, particularly Word and Excel.
- Strong communication, interpersonal, and report-writing skills.
- High levels of integrity, accountability, and professionalism.
- Ability to work under pressure and respond effectively to operational challenges and emergencies.
- A business-oriented approach to aquaculture production and farm sustainability.

Key Performance Areas

The successful candidate will be assessed based on the following key performance areas:

- Achievement of fingerling production and fish production targets.
- Fish survival, growth, and health management.
- Efficient feed utilization and inventory management.
- Marketing and sales performance.
- Quality and timeliness of operational reports.
- Staff supervision, productivity, and discipline.
- Maintenance of farm infrastructure, equipment, and facilities.

- Record keeping and accountability for farm resources.
- Compliance with biosecurity, safety, and operational standards.

Terms and Conditions of Engagement

Hard copy application package should include an up-to-date Curriculum Vitae (CV), names and contact details of three traceable referees, one of which should be of a current employer, where applicable plus copies of **certified** academic and professional qualifications. The title of the position **must** be indicated on the envelope and sent to:

The University Registrar
Lilongwe University of Agriculture and Natural Resources(LUANAR)
P.O. Box 219
LILONGWE

All applications should reach the University no later than **Monday, 7th September, 2026**. Only shortlisted candidates will be acknowledged.

LUANAR is an equal opportunity employer hence females are encouraged to apply.