

## 1. FASA Project Staffing Plan 2022

#	POSITION	LOCATION	HIRING TYPE	NO. OF POSITION	DURATION	TARGET HIRE DATE
<b>CONSULTANT POSITION</b>						
1	Lead Gender and Social Inclusion Study	MULTIPLE - Zambia, Kenya and Nigeria	Consultancy Service Contract followed by renewal (addendum) in year 2 to 5	1	5 years	Oct-22
2	Lead Climate Change and Environmental Assessments	MULTIPLE - Zambia, Kenya and Nigeria	Consultancy Service Contract followed by renewal (addendum) in year 2 to 5	1	5 years	Oct-22
<b>SCIENTIST POSITION</b>						
3	Scientist (Fish Feeds and Nutrition)	Zambia	Staff Full Time	1	1 year	Oct-22
<b>POST DOCTORAL FELLOW POSITION</b>						
4	Post Doctoral Fellow (Fish Feeds and Nutrition)	Malaysia	Staff Full Time	1	3 years	Oct-22
<b>RESEARCH ASSISTANT POSITION</b>						
5	Research Assistant (Laboratory)	Malaysia	Staff Full Time	1	3 years	Oct-22
6	Research Assistant (Fish Feeds)	Malaysia	Staff Full Time	1	3 years	Oct-22
7	Research Assistant	Zambia	Staff Full Time	1	1 year	Oct-22

## Recruitment Timeline 2022

*\*Estimated timeline for completion*

No	POSITION TITLE	# Positions to be hired	PHASE ONE - ADVERTISEMENT				PHASE TWO - INTERVIEW				PHASE THREE - SELECTION				PHASE FOUR - HIRING			
			August				September				October				November			
			WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6	WEEK 7	WEEK 8	WEEK 9	WEEK 10	WEEK 11	WEEK 12	WEEK 13	WEEK 14	WEEK 15	WEEK 16
1	Lead Gender and Social Inclusion Study (Multiple Locations)	1																
2	Lead Climate Change and Environmental Assessments (Multiple Locations)	1																
3	Scientist (Fish Feeds and Nutrition) - Zambia	1																
4	Post Doctoral Fellow (Fish Feeds and Nutrition) - Malaysia	1																
5	Research Assistant (Laboratory) - Malaysia	1																
6	Research Assistant (Fish Feeds) - Malaysia	1																
7	Research Assistant - Zambia	1																
	<b>Subtotal</b>	<b>7</b>																

## Job Specification / Description

1. Consultant (Lead Gender and Social Inclusion Study)	
<b>Reporting to:</b> Rodrigue Yossa	
<p><b>Location</b> Multiple Locations (Zambia, Kenya and Nigeria)</p> <p><b>Academic Requirements</b> PhD in Gender and Social Inclusion</p> <p><b>Required Skills and Abilities</b> Organizations that have sufficient capacities and human resources, with:</p> <ul style="list-style-type: none"> <li>• Staff member with PhD in Gender and Social Inclusion as it relates to agriculture/aquaculture and in-depth technical training in the area of gender equality and social inclusion.</li> <li>• A strong track record of high-quality gender analysis and outputs in agriculture/aquaculture and/or fisheries.</li> <li>• Preferably also experience in studying fish feeds in low-income countries.</li> <li>• Demonstrated expertise in gender integration in MEL design and delivery, assessments, data analysis, visualization, knowledge management, capacity building, and/or training.</li> <li>• All official project communication will be in English. Excellent proficiency of spoken and written English from assigned project team.</li> <li>• Ability to work with interdisciplinary research teams, linking own expertise to other fields, including human nutrition, value chains, climate change, scaling and fish nutrition fields.</li> <li>• Ability to manage research projects.</li> <li>• Proven experience implementing research and development projects/activities in Africa.</li> <li>• Experience with agriculture/aquaculture science and development.</li> <li>• Proven competency with designing intersectional gender empowerment methodologies and gender and social assessments in Africa.</li> <li>• Experience with mixed methods and designing, collecting and analyzing qualitative and quantitative data.</li> </ul>	<p><b>Key Accountabilities on the Initiative</b></p> <p>The new Norad-funded project “Development and Scaling of Sustainable Feeds for Resilient Aquatic Food Systems in Sub-Saharan Africa (FASA)” will be implemented in Nigeria, Zambia, Kenya, with research support from Malaysia and Sweden. WorldFish intends to hire a Service Provider for the NORAD FASA Project for which this Request for Proposals (RFP) is issued to implement the implementation of the project gender research activities in Zambia, Kenya and Nigeria. The primary purpose of this service contract is to lead the Gender and social inclusion work in the FASA project, under the direction of WorldFish Project Leader based in Malaysia. The selected organization will work with an interdisciplinary team of experts from different backgrounds, including fish nutrition, climate change, scaling of innovations, science communication, rural development and bioprocesses.</p> <p>The selected organization will develop and conduct mixed methods gender and social assessments in the 3 project countries (Nigeria, Zambia and Kenya) using a context-sensitive approach and compiling sex-disaggregated data. These initial assessments will be completed in 6 months and will identify opportunities for the project to advance gender and social inclusion goals of Norad, WorldFish, and other key stakeholders within the novel feeds landscape. Annual assessments will be conducted in the subsequent 4 years of the project. Because the needs, risks, and opportunities associated with the use of novel ingredients are gendered and socially differentiated, a shift to using local ingredients in fish feeds and the development of related businesses may have uneven reach or benefits, placing some social groups, especially women and youth, at risk.</p> <p>These assessments will enable WorldFish to identify such risks and to ensure that women, youth, and other marginalized groups are prioritized throughout implementation and ensured the same access to project opportunities as non-marginalized groups. The sub activities to be completed to conduct these studies include literature reviews, study design, meetings with partners (local cooperatives and groups of women, youth, fish farmers, and feed millers, etc.), data collection and analysis, and report preparation and publication.</p>

<ul style="list-style-type: none"> <li>• Preferably, experience with agricultural / animal / aquaculture / fish feed production studies.</li> <li>• Experience with working with rural communities in developing countries.</li> <li>• Proven competency with the dissemination of scientific and technical knowledge products, including a record of publication in Scopus-listed journals.</li> <li>• Demonstrable experience in subcontracting enumerators with gender expertise and supervising staff.</li> </ul>	<p><b>Roles and Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Lead the Gender and Social Inclusion work in the FASA project.</li> <li>• Develop research proposal and protocols for Gender and social inclusion work in the FASA project.</li> <li>• Recruit and manage three local Gender specialists working part-time in Nigeria, Zambia and Kenya.</li> <li>• Design and conduct mixed methods gender and social assessments in Nigeria, Zambia and Kenya informed by gender sensitive approaches.</li> <li>• Publish technical, scientific and outreach articles.</li> <li>• Work collaboratively with the Project Leader based at the HQ in Malaysia.</li> <li>• Develop productive partnerships to further gender-feeds research in Nigeria, Zambia and Kenya, through key international and national research institutes and universities.</li> <li>• Build productive relations with investors and development partners from public and private sectors for scaling out gender research results.</li> <li>• Plan, organize, execute and report on project.</li> </ul>
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**2. Consultant (Lead Climate Change and Environmental Assessments)**

**Reporting to:** Rodrigue Yossa

<p><b>Location</b> Multiple Locations (Zambia, Kenya and Nigeria)</p>	<p><b>Key Accountabilities on the Initiative</b> The new Norad-funded project “Development and Scaling of Sustainable Feeds for Resilient Aquatic Food Systems in Sub-Saharan Africa (FASA)” will be implemented in Nigeria, Zambia, Kenya, with research support from Malaysia and Sweden. It is recognized that environmentally friendly and cost-effective technologies and production practices such as sustainable fish feeds are critical to mitigating the effects of climate change within the aquaculture sector. Thus, WorldFish intends to hire a Service Provider for the NORAD FASA Project for which this Request for Proposals (RFP) is issued to implement the climate change and environment activities of the project in Zambia, Kenya and Nigeria. The primary purpose of this service contract is to lead the climate change and environmental assessment work in the FASA project, under the direction of WorldFish Project Leader based in Malaysia. The selected organization will work with an interdisciplinary team of experts from different backgrounds, including fish nutrition, gender and social inclusion, scaling of innovations, science communication, rural development and bioprocesses.</p> <p>The selected organization will identify opportunities for the project to benefit the environment within the novel feeds landscape in the 3 project countries (Nigeria, Zambia and Kenya). The selected organization is expected to employ life cycle assessment</p>
<p><b>Academic Requirements</b> PhD in Climate Change and Environment</p>	
<p><b>Required Skills and Abilities</b> Organizations that have sufficient capacities and human resources, with:</p> <ul style="list-style-type: none"> <li>• Staff member with PhD in climate change and environment as it relates to agriculture/aquaculture and in-depth technical training in the area of life cycle assessment.</li> <li>• A strong track record of high-quality climate change and environment analysis and outputs in agriculture/aquaculture and/or fisheries. Preferably, also experience in studying fish feeds in low-income countries.</li> <li>• Demonstrated expertise in climate change and environment in MEL design and delivery, assessments, data analysis, visualization, knowledge management, capacity building, and/or training.</li> </ul>	

<ul style="list-style-type: none"> <li>• All official project communication will be in English. Excellent proficiency of spoken and written English from assigned project team.</li> <li>• Ability to work with interdisciplinary research teams, linking own expertise to other fields, including human nutrition, value chains, gender and social inclusion, scaling and fish nutrition fields.</li> <li>• Ability to manage research projects.</li> <li>• Proven experience implementing research and development projects/activities in Africa.</li> <li>• Experience with agriculture/aquaculture science and development.</li> <li>• Proven competency with designing intersectional climate change and environmental methodologies in Africa.</li> <li>• Experience with life cycle assessment methods and designing, collecting and analyzing qualitative and quantitative data.</li> <li>• Preferably, experience with agricultural / animal / aquaculture / fish feed production studies.</li> <li>• Experience with working with rural communities in developing countries.</li> <li>• Proven competency with the dissemination of scientific and technical knowledge products, including a record of publication in Scopus-listed journals.</li> <li>• Demonstrable experience in subcontracting enumerators with climate change and environment expertise and supervising staff.</li> </ul>	<p>(LCA) methods. The initial assessments will be completed in the first 6 months of the project and will find a way for the project to contribute to advance climate change and environment goals of Norad, WorldFish, and other key stakeholders within the novel feeds landscape. Annual assessments will be conducted in the subsequent 4 years of the project. Such assessments of novel ingredients and their production processes will be a key design feature in identifying both cost-effective and environmentally sustainable products. The sub-activities to be completed to conduct these studies include literature reviews, study design, meetings with partners, data collection and analysis, and report preparation and publication.</p> <p><b>Roles and Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Lead the climate change and environment work in the FASA project.</li> <li>• Develop research proposal and protocols for climate change and environment work in the FASA project.</li> <li>• Recruit and manage three local climate change and environment specialists working part-time in Nigeria, Zambia and Kenya.</li> <li>• Design and conduct life cycle assessments on ingredients and fish feeds in Nigeria, Zambia and Kenya.</li> <li>• Publish technical, scientific and outreach articles.</li> <li>• Work collaboratively with the Project Leader based at the HQ in Malaysia.</li> <li>• Develop productive partnerships to further climate change and environment work in Nigeria, Zambia and Kenya, through key international and national research institutes and universities.</li> <li>• Build productive relations with investors and development partners from public and private sectors for scaling out climate change and environment results.</li> <li>• Organize, execute and report on project.</li> </ul>
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**3. Scientist (Fish Feeds and Nutrition)**

**Reporting to:** Rodrigue Yossa

<p><b>Location</b> Lusaka, Zambia</p>	<p><b>Key Accountabilities on the Initiative</b> The new Norad-funded project “Development and Scaling of Sustainable Feeds for Resilient Aquatic Food Systems in Sub-Saharan Africa (FASA)” will be implemented in Nigeria, Zambia, Kenya, Malaysia and Sweden. WorldFish is seeking a nationally recruited Research Assistant to support the Scientist (Fish Feeds and Nutrition) in the achievement of the project goal in Zambia.</p>
<p><b>Academic Requirements</b> PhD in Aquaculture, Aquaculture Nutrition or related fields of Animal Nutrition</p>	
<p><b>Required Skills and Abilities</b> This job might be for you if you have the below skills and qualifications:</p>	

<ul style="list-style-type: none"> <li>• PhD in aquaculture, aquaculture nutrition or related fields of animal nutrition.</li> <li>• At least two year of research experience in aquaculture nutrition and feeds research.</li> <li>• Excellent proficiency of spoken and written English.</li> <li>• Proven record of publications in his/her study field.</li> <li>• Motivation for high quality science and delivery of impact from research.</li> <li>• Show proven interest and ability to develop and maintain a professional network in the field of aquaculture nutrition and fish feeds research.</li> <li>• Ability to work within interdisciplinary research teams, linking own expertise to other fields, including human nutrition, value chains, climate change, scaling and gender research fields.</li> <li>• Ability to work independently and manage research projects.</li> </ul> <p><b>Desired Skills and Qualifications:</b></p> <ul style="list-style-type: none"> <li>• Strong interpersonal skills.</li> <li>• Strong technical and scientific writing skills with record of publication in high quality scientific journals.</li> <li>• Good organizational skills.</li> <li>• Good leadership and mentoring skills.</li> <li>• Project management experience.</li> </ul>	<p>The primary purpose of this position is to assist in the implementation of the FASA project in Zambia, under the direction of WorldFish Project Leader based in Malaysia and the WorldFish Country Director, Zambia and Southern Africa.</p> <p>The candidate will work in an interdisciplinary team of experts from different backgrounds, including fish nutrition, gender, climate change, scaling of innovations, science communication, rural development and bioprocesses. The candidate will focus on the implementation on the ground of high quality applied research on fish nutrition and feeds in the laboratory and on-farm, with emphasis on scoping novel local sustainable ingredients, assessing the nutritional quality and digestibility of local ingredients and feeds, estimating the nutrients requirements of local strains of tilapia and African catfish, training of aquaculture stakeholders, communication and outreach and the publication of scientific and technical articles.</p> <p><b>Roles and Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Lead the project work in Zambia.</li> <li>• Design and conduct ingredient scoping in Zambia.</li> <li>• Design, execute and report on the laboratory and on-farm fish feeds and nutrition experiments in Zambia.</li> <li>• Publish technical, scientific and outreach articles.</li> <li>• Work collaboratively with the Project Leader based at the HQ in Malaysia.</li> <li>• Develop productive partnerships to further feeds research in Zambia, through key international and national research institutes and universities.</li> <li>• Build productive relations with investors and development partners from public and private sectors for scaling out research results.</li> <li>• Mentor BSc/MSc students and interns from national and international universities and organization, who are involved in the project.</li> <li>• Plan, organize, execute and report on project progress in dialogue with senior as well as junior staff/employees and external partners.</li> <li>• Contribute to resource mobilization for further feeds work in Zambia and in other WF countries.</li> <li>• All other duties that may be required from time to time.</li> </ul>
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4. Post Doctoral Fellow (Fish Feeds and Nutrition)	
<b>Reporting to:</b> Rodrigue Yossa	
<p><b>Location</b> Penang, Malaysia</p> <p><b>Academic Requirements</b> PhD in Aquaculture, Aquaculture Nutrition or related Fields of Animal Nutrition</p> <p><b>Required Skills and Abilities</b> This job might be for you if you have the below skills and qualifications:</p> <ul style="list-style-type: none"> <li>• PhD in Aquaculture, Aquaculture Nutrition or related Fields of Animal Nutrition.</li> <li>• At least two years of research experience in aquaculture nutrition and feeds research.</li> <li>• Excellent proficiency of spoken and written English.</li> <li>• Proven record of publications in his/her study field.</li> <li>• Motivation for high quality science and delivery of impact from research.</li> <li>• Show proven interest and ability to develop and maintain a professional network in the field of aquaculture nutrition and fish feeds research.</li> <li>• Ability to work within interdisciplinary research teams, linking own expertise to other fields, including human nutrition, value chains, climate change, scaling and gender research fields.</li> <li>• Ability to work independently and manage research projects.</li> </ul> <p><b>Desired Skills and Qualifications:</b></p> <ul style="list-style-type: none"> <li>• Strong interpersonal skills.</li> <li>• Strong technical and scientific writing skills with record of publication in high quality scientific journals.</li> <li>• Good organizational skills.</li> <li>• Good leadership and mentoring skills.</li> <li>• Project management experience.</li> </ul>	<p><b>Key Accountabilities on the Initiative</b> The new Norad-funded project “Development and Scaling of Sustainable Feeds for Resilient Aquatic Food Systems in Sub-Saharan Africa (FASA)” will be implemented in Nigeria, Zambia and Kenya, with additional research activities conducted in Malaysia and Sweden. WorldFish is seeking a nationally recruited Post Doctoral Fellow or Scientist (Fish Feeds and Nutrition) to support the achievement of the project goal in Malaysia and other project countries. The primary purpose of this position is to achieve the research activities of the FASA project in Malaysia, under the direction of WorldFish Project Leader and Senior Scientist based in Malaysia.</p> <p>The candidate will work in an interdisciplinary team of experts from different backgrounds, including fish nutrition, gender, climate change, scaling of innovations, science communication, rural development and bioprocesses. The candidate will focus on conducting high quality applied research on fish nutrition and feeds in the laboratory and occasionally on-farm, with emphasis on scoping novel local sustainable ingredients, assessing the nutritional quality and digestibility of local ingredients and feeds, estimating the nutrients requirements of local strains of tilapia, African catfish and carps, training of aquaculture stakeholders, communication and outreach and the publication of scientific and technical articles.</p> <p><b>Roles and Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Design, execute and report on the laboratory and on-farm fish feeds and nutrition experiments, including digestibility and nutrient requirement experiments.</li> <li>• Achieve the research deliverables of the FASA project in Malaysia.</li> <li>• Support the design of ingredient scoping in Nigeria, Zambia and Kenya.</li> <li>• Publish technical, scientific and outreach articles.</li> <li>• Work collaboratively with the Project Leader based at the HQ in Malaysia.</li> <li>• Develop productive partnerships to further feeds research in Malaysia, through key international and national research institutes and universities.</li> <li>• Build productive relations with investors and development partners from public and private sectors for scaling out research results.</li> <li>• Mentor BSc/MSc students and interns from national and international universities and organization, who are based in Penang.</li> <li>• Plan, organize, execute and report on project progress in dialogue with senior as well as junior staff/employees and external partners.</li> <li>• Contribute to resource mobilization for further feeds work in Malaysia and in other WF countries.</li> </ul>



5. Research Assistant (Laboratory)	
Reporting to: Rodrigue Yossa	
<p><b>Location</b> Penang, Malaysia</p> <p><b>Academic Requirements</b> Bachelor Degree in (Analytical) Chemistry, Biochemistry or related field.</p> <p><b>Required Skills and Abilities</b> This job might be for you if you have the below skills and qualifications:</p> <ul style="list-style-type: none"> <li>• Bachelor Degree in (analytical) chemistry, biochemistry or related field.</li> <li>• At least 2 years of experience in the management of an analytical laboratory.</li> <li>• At least 3 years of experience in running analyses in an academic or commercial analytical laboratory.</li> <li>• Proven competency in processing and analyzing samples at the analytical laboratory.</li> <li>• Proven record of reporting the results of laboratory analysis.</li> <li>• Experience with ISO certifications.</li> <li>• Show proven interest and ability to develop and maintain a professional network in the field analytical laboratory for development research.</li> <li>• Ability to work within interdisciplinary research teams, linking own expertise to other fields, including human nutrition, value chains, climate change, scaling and gender research fields.</li> <li>• Ability to work independently and contribute to the management of an analytical laboratory.</li> <li>• Experience in collecting, organizing and storing analytical data adequately.</li> </ul> <p><b>Desired Skills and Qualifications:</b></p> <ul style="list-style-type: none"> <li>• Strong organizational skills.</li> <li>• Strong analytical skills at the laboratory.</li> <li>• Writing skills.</li> <li>• Interpersonal skills.</li> <li>• Communication skills.</li> <li>• Project management experience.</li> </ul>	<p><b>Key Accountabilities on the Initiative</b> The new Norad-funded project “Development and Scaling of Sustainable Feeds for Resilient Aquatic Food Systems in Sub-Saharan Africa (FASA)” will be implemented in Nigeria, Zambia, Kenya, Malaysia and Sweden. WorldFish is seeking a nationally recruited Laboratory Assistant to support the achievement of the project goal in Malaysia and globally. The primary purpose of this position is to run the analytical fish feeds and nutrition laboratory in Penang, Malaysia.</p> <p>The candidate will work in an interdisciplinary team of experts from different backgrounds, including fish nutrition, gender, climate change, scaling of innovations, science communication, rural development and bioprocesses. The candidate will focus on the laboratory analysis of ingredients, feeds and fish samples collected in Malaysia and other countries where the project is executed and other WorldFish countries, the maintenance of the analytical laboratory, the calibration and maintenance of analytical instruments and equipment, the training of students and interns, data collection and analysis and the delivery of analytical reports, under the direction of WorldFish Project Leader and Senior Scientist based in Malaysia.</p> <p><b>Roles and Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Organize the analytical fish feeds and nutrition laboratory in Penang, Malaysia.</li> <li>• Plan and run the laboratory analyses in the analytical fish feeds and nutrition laboratory in Penang, Malaysia.</li> <li>• Guide scientist and technicians on sample collection and analysis.</li> <li>• Maintain the overall laboratory and the instruments and equipment using the best practices.</li> <li>• Develop analytical protocols for crude protein, lipid, energy, ash, acid insoluble ash, crude fiber, etc., that are adapted to the equipment available at the analytical fish feeds and nutrition laboratory in Penang.</li> <li>• Develop template for sample shipping, data collection and data reporting for the analytical fish feeds and nutrition laboratory in Penang.</li> <li>• Develop and set a data management method for the analytical fish feeds and nutrition laboratory, in collaboration with the data Manager of WorldFish.</li> <li>• Work collaboratively with the Operations and Laboratory Manager of WorldFish Penang to ensure that the activities of the analytical fish feeds and nutrition laboratory comply with the rules and regulations of WorldFish.</li> <li>• Apply and maintain ISO certifications for the analytical fish feeds and nutrition laboratory.</li> </ul>



	<ul style="list-style-type: none"> <li>• Mentor students and intern welcomed by the Project Leader and Senior Scientist based in Malaysia.</li> <li>• Assist in building productive relations with investors and development partners from public and private sectors for the sustainability of the analytical laboratory. Support the Project Leader and Senior Scientist based in Malaysia in the financial management of the analytical fish feeds and nutrition laboratory in Penang.</li> </ul>
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**6. Research Assistant (Fish Feeds)**

**Reporting to:** Rodrigue Yossa

<p><b>Location</b> Penang, Malaysia</p> <p><b>Academic Requirements</b> A Diploma or Bachelor Degree in related field</p> <p><b>Required Skills and Abilities</b> This job might be for you if you have the below skills and qualifications:</p> <ul style="list-style-type: none"> <li>• A Diploma or Bachelor Degree in related field.</li> <li>• Knowledge in aquaculture and fisheries.</li> <li>• Practical experience raising fish for research (fish feeding, caring and breeding; monitoring of fish growth and health, etc.).</li> <li>• Practical experience operating and maintaining a fish rearing facility.</li> <li>• Knowledge of many production systems (tanks, pond, flow through and recirculating aquaculture systems).</li> <li>• Knowledge in the collection of research data.</li> <li>• Knowledge in feed production using pelletizer, dryer, etc.</li> <li>• Ability and willingness to work for long hours, under difficult field conditions and some weekends especially during experimental periods.</li> </ul> <p><b>Desired Skills and Qualifications:</b></p> <ul style="list-style-type: none"> <li>• Spoken English.</li> <li>• Ability to work under minimal supervision.</li> </ul>	<p><b>Key Accountabilities on the Initiative</b> The new Norad-funded project “Development and Scaling of Sustainable Feeds for Resilient Aquatic Food Systems in Sub-Saharan Africa (FASA)” will be implemented in Nigeria, Zambia, Kenya, Malaysia and Sweden. WorldFish is seeking a nationally recruited Aquaculture worker to support the achievement of the project goal in Malaysia and globally. The primary purpose of this position is to support the aquaculture research activities of the project in Penang, Malaysia.</p> <p>The candidate will work in an interdisciplinary team of experts from different backgrounds, including fish nutrition, gender, climate change, scaling of innovations, science communication, rural development and bioprocesses. The candidate will focus on the rearing of fish in the aquaculture facility, the operation and maintenance of the aquaculture facility, the collection of data of fish growth and water quality parameters, fish sampling, sample collection and processing, feed production, and support in the analysis of ingredients, feeds and fish samples at the analytical laboratory in Penang, Malaysia, under the direction of WorldFish Project Leader and Senior Scientist based in Malaysia.</p> <p><b>Roles and Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Organize, operate and maintain the materials and equipment in the research facility (wet laboratory) for fish feeds and nutrition research in Penang, Malaysia.</li> <li>• Assist in the planning of experiments in Penang, Malaysia.</li> <li>• Rear fish, collect data on fish growth and water quality before, during and after the experiments.</li> <li>• Sample fish and process the samples to make them ready for analysis.</li> <li>• Assist the scientists and laboratory assistants in Penang to achieve the overall research agenda of the fish feeds and nutrition team.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Work collaboratively with the Operations and Laboratory Manager of WorldFish Penang to ensure that the activities of the research facility comply with the rules and regulations of WorldFish.</li> <li>• Guide students and intern welcomed by the Project Leader and Senior Scientist based in Malaysia.</li> </ul>
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**7. Research Assistant**

**Reporting to:** Rodrigue Yossa

<p><b>Location</b> Lusaka, Zambia</p> <p><b>Academic Requirements</b> Master of Science in Aquaculture, or related animal production fields</p> <p><b>Required Skills and Abilities</b> This job might be for you if you have the below skills and qualifications:</p> <ul style="list-style-type: none"> <li>• Master of Science in Aquaculture, or related animal production fields.</li> <li>• At least two (02) year of research experience in aquaculture research.</li> <li>• Excellent proficiency of spoken and written English.</li> <li>• Proven record of reporting in his/her study field.</li> <li>• Motivation for high quality science and delivery of impact from research.</li> <li>• Show proven interest and ability to develop and maintain a professional network in the field of aquaculture nutrition and fish feeds research.</li> <li>• Ability to work within interdisciplinary research teams, linking own expertise to other fields, including human nutrition, value chains, climate change, scaling and gender research fields.</li> <li>• Ability to work independently and contribute to the management of research projects.</li> </ul> <p><b>Desired Skills and Qualification:</b></p> <ul style="list-style-type: none"> <li>• Strong organizational and interpersonal skills.</li> <li>• Writing and Communication skills.</li> <li>• Project management experience.</li> </ul>	<p><b>Key Accountabilities on the Initiative</b> The new Norad-funded project “Development and Scaling of Sustainable Feeds for Resilient Aquatic Food Systems in Sub-Saharan Africa (FASA)” will be implemented in Nigeria, Zambia, Kenya, Malaysia and Sweden. WorldFish is seeking a nationally recruited Research Assistant to support the Scientist (Fish Feeds and Nutrition) in the achievement of the project goal in Zambia.</p> <p>The primary purpose of this position is to assist in the implementation of the FASA project in Zambia, under the direction of WorldFish Project Leader based in Malaysia and the WorldFish Country Director, Zambia and Southern Africa.</p> <p>The candidate will work in an interdisciplinary team of experts from different backgrounds, including fish nutrition, gender, climate change, scaling of innovations, science communication, rural development and bioprocesses.</p> <p>The candidate will focus on the implementation on the ground of high quality applied research on fish nutrition and feeds in the laboratory and on-farm, with emphasis on scoping novel local sustainable ingredients, assessing the nutritional quality and digestibility of local ingredients and feeds, estimating the nutrients requirements of local strains of tilapia and African catfish, training of aquaculture stakeholders, communication and outreach and the publication of scientific and technical articles.</p> <p><b>Roles and Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Execute project work designed by the Scientist (Fish Feeds and Nutrition) and Project Leader in Zambia.</li> <li>• Assist in the design and conduct ingredient scoping in Zambia.</li> <li>• Assist in the design, execution and reporting on the laboratory and on-farm fish feeds and nutrition experiments in Zambia.</li> <li>• Collect the data and perform data analysis and interpretation.</li> </ul>
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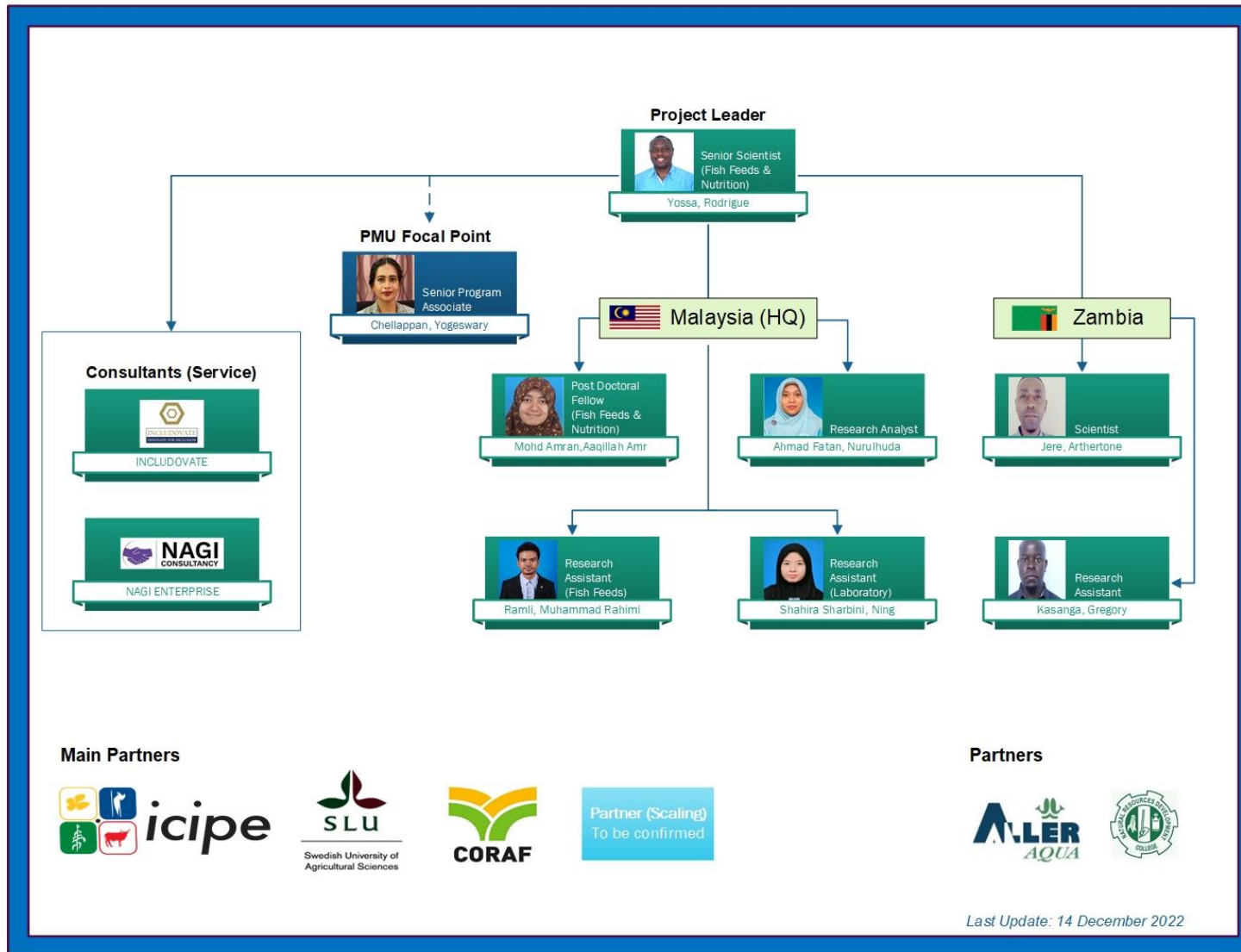
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|--|---|
|  | <ul style="list-style-type: none"><li>• Assist in the publication of technical, scientific and outreach articles.</li><li>• Work collaboratively with the local Scientist (Fish Feeds and Nutrition) and Project Leader based at the HQ in Malaysia.</li><li>• Assist the Scientist (Fish Feeds and Nutrition) and Project Leader in the development of productive partnerships to further feeds research in Zambia, through key international and national research institutes and universities.</li><li>• Assist in building productive relations with investors and development partners from public and private sectors for scaling out research results.</li><li>• Assist in supervising and mentoring students and interns.</li><li>• Contribute to the reporting on project progress in dialogue with senior as well as junior staff/employees and external partners.</li><li>• All other duties that may be required from time to time.</li></ul> |
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## 2. FASA Project Hiring Report 2022

Description	# of Positions
Proposed Positions to be hired	7
Actual Hired Positions	7
<i>Outstanding (s)</i>	0

#	POSITION	LOCATION	HIRING TYPE	NO. OF POSITION	HIRED DATE	NEW HIRE	START DATE	HIRING STATUS
<b>CONSULTANT POSITION</b>								
1	Lead Gender and Social Inclusion Study	MULTIPLE - Zambia, Kenya and Nigeria	Consultancy Service Contract followed by renewal (addendum) in year 2 to 5	1	Nov-22	Includovate	10 Dec 2022 - 30 July 2023	Completed
2	Lead Climate Change and Environmental Assessments	MULTIPLE - Zambia, Kenya and Nigeria	Consultancy Service Contract followed by renewal (addendum) in year 2 to 5	1	Nov-22	NAGI Enterprise	10 Dec 2022 - 30 July 2023	Completed
<b>SCIENTIST POSITION</b>								
3	Scientist (Fish Feeds and Nutrition)	Zambia	Staff Full Time	1	Oct-22	Arthertone Jere	21 Nov 2022	Completed
<b>POST DOCTORAL FELLOW POSITION</b>								
4	Post Doctoral Fellow	Malaysia	Staff Full Time	1	Nov-22	Aaqillah Amr Mohd Amran	23 Nov 2022	Completed
<b>RESEARCH ASSISTANT POSITION</b>								
5	Research Assistant (Laboratory)	Malaysia	Staff Full Time	1	Oct-22	Ning Shahira Sharbini	03 Feb 2023	Completed
6	Research Assistant (Fish Feeds)	Malaysia	Staff Full Time	1	Oct-22	Muhammad Rahimi Ramli	23 Nov 2022	Completed
7	Research Assistant	Zambia	Staff Full Time	1	Oct-22	Gregory Kasanga	21 Nov 2022	Completed

### 3. FASA Project Organization Chart



No	Name	Position Title	Duty Post Country
<b>WorldFish FASA Project Team</b>			
1.	Rodrigue Yossa	Senior Scientist (Fish Feed and Nutrition) ( <i>Project Leader</i> )	Malaysia
2.	Yogeswary Chellappan	Senior Program Associate, Project Management Unit ( <i>PMU Focal Point</i> )	Malaysia
3.	Arthertone Jere	Scientist (Fish Feeds and Nutrition)	Zambia
4.	Aaqillah Amr Mohd Amran	Post Doctoral Fellow (Fish Feeds and Nutrition)	Malaysia
5.	Nurulhuda Ahmad Fatan	Research Analyst	Malaysia
6.	Gregory Kasanga	Research Assistant	Zambia
7.	Muhammad Rahimi Ramli	Research Assistant (Fish Feeds)	Malaysia
8.	Ning Shahira Sharbini	Research Assistant (Laboratory)	Malaysia
<b>Consultants (Service)</b>			
1.	Includovate	Lead Gender and Social Inclusion Study	Multiple Locations - Zambia, Kenya and Nigeria
2.	NAGI Enterprise	Lead Climate Change & Environmental Assessments	Multiple Locations - Zambia, Kenya and Nigeria
<b>Main Partners</b>			
1.	International Centre of Insect Physiology and Ecology (ICIPE)		
2.	Swedish University of Agricultural Sciences (SLU)		
3.	West and Central Africa Council for Agricultural Research and Development (CORAF)		
4.	Partner (Scaling) - to be confirmed		
<b>Partners</b>			
1.	Aller Aqua Zambia Limited		
2.	Natural Resources Development College (NRDC)		