LILONGWE UNIVERSITY OF AGRICULTURE & NATURAL RESOURCES (LUANAR)

Knowledge | Innovation | Excellence

AquaFish Africa Center of Excellence

CHOOSE THE NUMBER 1 UNIVERSITY IN MALAWI

Ranked by Times Higher Education



Staff Vacancy Advertisement

↗ AQUAFISH FARM SUPERVISOR

Background

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

Applications are invited from suitably qualified and experienced candidates to fill the position of **AquaFish Farm Supervisor**.

Role Summary

The AquaFish Farm Supervisor will be responsible for the day-to-day supervision and coordination of operations at AquaFish Mega Farm. The position is accountable for fish hatchery operations, fingerling production, pond management, feed management, staff supervision, inventory control, marketing, record management and reporting. The incumbent will contribute to the achievement of production targets and support the Centre's training, research, innovation and commercial objectives.

Specific Duties and Responsibilities

The successful candidate will be responsible for:

1. Farm Operations Supervision

- Coordinate and supervise the day-to-day operations of AquaFish Mega Farm.
- Ensure implementation of production plans and operational schedules.
- Monitor farm performance and ensure achievement of production targets.
- Promote efficient utilization of farm resources.

2. Hatchery, Fingerling and Fish Production Management

- Oversee broodstock management, breeding, hatchery operations and fingerling production.
- Supervise pond stocking, feeding, sampling and harvesting activities.
- Monitor fish health, water quality, growth performance and survival rates.
- Implement measures aimed at maximizing productivity and minimizing losses.

3. Resource and Inventory Management

- Manage feed utilization, storage and stock control.
- Maintain accurate inventory records for fish stocks, feed, equipment and other farm inputs.
- Conduct regular stock-taking and report any variances.
- Ensure accountability in the use of farm resources.

4. Marketing and Sales Coordination

- Coordinate the marketing and sale of fingerlings, table fish and other farm products.
- Maintain customer records and sales documentation.
- Support initiatives aimed at expanding market opportunities and improving revenue generation.
- Ensure timely delivery of products and customer satisfaction.

5. Staff Supervision and Capacity Building

- Supervise farm workers, students, interns and volunteers.
- Allocate duties and monitor staff performance.
- Promote discipline, teamwork, and adherence to farm procedures.
- Support practical training and skills development activities at the farm.

6. Record Management and Reporting

- Maintain accurate production, inventory, sales and operational records.
- Prepare and submit monthly and other periodic reports as required.
- Maintain databases relating to farm operations and performance.
- Provide information required for planning and decision-making.

7. Farm Maintenance, Biosecurity and Institutional Support

- Ensure proper maintenance of ponds, hatchery facilities, equipment and water systems.
- Enforce biosecurity, occupational health, safety and environmental standards.
- Support research, demonstrations, outreach activities and farm visits.
- Perform any other duties assigned in support of the effective operation of AquaFish

Mega Farm.

Qualifications, Experience and Attributes

- A minimum of a Bachelor's Degree in Aquaculture and Fisheries or a related field from a recognized institution**.** Those with a Masters' degree will have an added advantage.
- 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.
- Contribution to the growth and sustainability of AquaFish Mega Farm.

Terms and Conditions of Engagement

The successful candidate will be engaged on an initial 1-year contract. Renewal of the contract shall be subject to satisfactory performance, achievement of agreed production and operational targets, effective resource management, and contribution to the sustainability and growth of AquaFish Mega Farm.

Mode of Application

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 **Thursday, 1st July, 2026**. Only shortlisted candidates will be acknowledged.

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