



Forum for Rural Women Ardency Development (FORWARD)

Terms of Reference (ToR) for Aquaculture Field Facilitator (AFF)

1. Position Overview:

The Aquaculture Field Facilitator will play a crucial role in facilitating the formation and development of fish farmer groups, supporting capacity building activities related to fish farming, hatchery and nursery operation, production, and marketing. The Aquaculture Field Facilitator (AFF) will be responsible for group mobilization, working in close collaboration with the aquaculture field coordinator, and reporting to the field Aquaculture Coordinator.

2. Job Responsibilities:

The selected candidate will be responsible for the following tasks:

- a) Formation and development of Fish Farmer Groups (FFG) within the Municipality:
 - Identifying individuals or existing groups interested in fish farming in the assigned area.
 - Organizing and facilitating the formation of new farmer groups.
 - Providing ongoing support and guidance to ensure these groups function effectively.
 - Encouraging collaboration and knowledge sharing among group members.
- b) Conducting Capacity-Building Sessions for Fish Farmer Groups:
 - Inform farmers about the capacity building training details and arrangement of training venues.
 - Disseminate capacity building information to farmers' groups including handouts and leaflets as provided by aquaculture field coordinator.
- c) Assisting in Improving access to Inputs and markets (e.g., Feed, Seed, Fertilizers, Finance):
 - Help farmers to identify essential resources (Technical and financial) required for fish farming.
 - Provide information to farmers so they can connect with reliable suppliers of feed, seeds, and fertilizers, banks, MFIs and forward markets.
- d) Visiting farmer's fishponds, hatchery and nurseries and feed mills:
 - Visiting farmers' fish ponds, nurseries, hatcheries and feed mills to assess conditions and offer guidance.
 - Bridge the gap between farmers and aquaculture field coordinator by regular updating farmers problem and need.

- e) Fish Growth and Health Sampling:
 - Facilitate aquaculture field coordinator to conduct routine checks to ensure fish are healthy and disease-free.
 - Facilitating knowledge exchange among fish farmers within the community.
- f) Assist Networking and Fish Marketing Products of Fish Farmers:
 - Help to connect farmers with potential buyers, markets, and distributors through information sharing.
- g) Setting up Demonstration Ponds and Sharing Results through Organizing Field Days:
 - Facilitate to establish demonstration ponds to showcase better practices and innovations.
 - Organizing field days for community members to visit and learn from the demonstration ponds.
- h) Checking Farmers' Daily Record Book:
 - Ensuring that farmers maintain accurate records of their daily operations.
 - Reviewing these records to assess farm management practices.
 - Offering feedback and guidance based on the records.
- i) Collection of Relevant Data, Information, and Records as Requested by the Project Team:
 - Gathering data on aquaculture activities, production, and community engagement.
- j) Reporting Directly to the Aquaculture Field Coordinator:
 - Maintaining regular communication with the Aquaculture field officer, providing updates on project progress and challenges.
 - Collaborating closely with the aquaculture field officer to align activities with project goals.

3. Qualifications and Requirements:

- Minimum educational requirement: +2 pass / Diploma in Fishery/Veterinary Technician/Agriculture/Agri business/Aquaculture business.
- Priority will be given to candidates with prior experience and training in the fisheries-related sector.
- The candidate must be a local resident of the respective municipality.
- Flexibility to be deployed based on the needs and requirements of the project.