

## **Aquaponic Farm Officer Role**

### **Background**

This position is for the role of Aquaponic Farm Officer within NjordFrey. We are a registered social enterprise in Rwanda, looking to provide smallholder farmers with high-yield farming solutions, in the form of aquaponics, to increasing economic growth while being sustainable.

In May 2022, we launched Rwanda's first commercial aquaponics system (based on a CHOP 2 design) on our farm in Kayonza and we are currently expanding operations to reach a full sized 1ha farm. The role is therefore based in Kayonza with a requirement to attend weekly team meetings at our head office in Kigali.

Each 1ha farm will produce 24 tonnes of fish and 85-150 tonnes of vegetables each year. Our solution consists of a series of fish tanks, growbeds and filtration system in a closed loop system to significantly increase stocking density and growth rate. NjordFrey plans to deploy thousands of these aquaponic farms all around Rwanda and wider East Africa offering great career and growth opportunities.

### **Role Summary:**

We seek a highly motivated individual with experience in horticulture and aquaculture to run our flagship farm in Kayonza on a daily basis, to ensure maximum fish and crop production at all times.

The role will manage a small team of caretakers and interns and handle the daily operation, including fish health, plant health, on-site testing, reporting and communication with management.

### **Aquaponic Farm Officer Responsibilities and Duties:**

#### Farm Operation and Management

- Take ownership and direct the technical requirements of the aquaponics farm. This includes always maintaining the equilibrium between fish and crop health.
- Monitor and record key data on a daily basis relating to fish and vegetable growth. Maintaining diligent records is paramount.
- Ensure the correct amount and timing of fish feed for fish.
- Maintain the working operation of the farm onsite as required.
- Delegate and direct staff working on the farm.
- Report to senior management on the health and progress of the farm on a regular basis.
- Manage control of inventory and work with the team at Kigali HQ for any consumables required.
- Direct the harvest operation and ensure produce is correctly harvested and packaged at the correct time.
- Ensure correct application of any supplements and additives on site.
- Escalate critical issues to management/full team immediately and work continuously to resolve issues in a short timescale.
- Maintain maximum production on site is critical to the role.

### General

- The role requires translating English into Kinyarwanda when engaging with stakeholders and staff on the farm.
- The Aquaponic Farm Officer will report to the management team though a proactive attitude to sharing information with the wider team is welcomed in the role.
- The role requires a proactive approach to obtaining new knowledge and plan for potential issues in the future
- This is a non-exhaustive list of duties. The role is dynamic and offers great variety and suits someone who is adaptive, flexible and a positive outlook.
- Work with/lead farm staff working on the farm.

### **Experience:**

We are looking for someone with:

- An Agronomist with significant experience in aquaponics or aquaculture and horticulture.
- Minimum 2 years' experience working on commercial farms.
- Degree in agronomy/similar field.
- Practical hands-on experience working in agriculture.
- Excellent written and verbal English and Kinyarwanda skills.
- Proven data management skills to record and maintain diligent records.
- Positive and flexible outlook and interested in working in a team environment.
- Proactive approach and open communication skills are desirable.
- International work/education experience is positively regarded.

We believe in fostering a diverse and inclusive work environment at NjordFrey. We encourage individuals of all genders and backgrounds to apply for the Aquaponic Farm Officer role.

We appreciate this is a new sector/role that is developing in Rwanda, and you may not currently have all the experience/criteria mentioned above, however if you are confident that you at least have proven data management and communication skills with experience in a relevant field to the role, then please apply.

Please note, that successful applicants will be subject to a criminal background check, in addition to work reference checks as part of the recruitment process.

Please use the following link for application:

<https://forms.gle/Cegw6UYRrAsyTUmZ8>

Thank you for your consideration for the role and we look forward to receiving your application.