



WE ARE HIRING

Position: Fish Health Practitioner / Veterinarian / Nurse /Biologist		Number of Position(s): 1
Place of work: Kamembe-Rusizi District	Reporting Line: Managing Director	
Working days: According to contract	Fixed term Contract: 2 years renewable	
Aquasante Rwanda Ltd is a for-profit company based in Rusizi-Kamembe. We operate a tilapia fish farm in Lake Kivu.		
Job Description <p>Aquasante is seeking a dedicated Nurse, Biologist, or Veterinarian to lead our fish health and biosecurity efforts. You do not need to be a fish expert yet, but you must have a strong medical or biological foundation.</p> <p>You will oversee the overall health and welfare of our fish through disease monitoring, diagnostic lab work, and the implementation of strict biosecurity protocols. You will also play a key role in the development of our new hatchery.</p>		
Key Responsibilities <ul style="list-style-type: none">• <u>Fish Health Surveillance:</u> Perform routine and needed inspections where fish is monitored for signs of disease, stress, or changes in behavior.• <u>Sampling & Lab work:</u> You will be responsible for practical lab tasks, including taking samples for agar plates, resistance testing, using the microscope for diagnostics, gram staining, and preparing samples for PCR.• <u>Diagnostics & Treatment:</u> Identify diseases and set up the right treatment plans. This includes calculating and formulating medicated feed when necessary.• <u>Biosecurity & Protocols:</u> Your main job is prevention. You will identify biological hazards, write necessary protocols, and make sure they are followed to ensure food safety and prevent disease outbreaks.• <u>Education:</u> To train staff to recognize biohazards and understand the "why" behind our health routines. The long term goal is to build a culture where every worker takes responsibility for preventing disease.• <u>Hatchery Development:</u> You will be an important fish health advisor during the startup of our new hatchery.• <u>Records:</u> Keep order and accurate records of all medications and other health data.		
Qualifications <ul style="list-style-type: none">• Bachelor's degree, or higher in either: Nursing, Biology, Veterinary Medicine, Aquaculture Science or a related field		

iPost: PO Box 179, Cyangugu, Rwanda
Village: Karambo, Cell: Cyangugu, Sector: Kamembe
District: Rusizi,
Province: Western, Rwanda

You should have a degree-level understanding in some, or several of the following fields:

- Genetics, Cell biology & PCR
- Microbiology, Virology & Parasitology
- General Anatomy, Physiology & Pathology
- Pharmacology & Antibiotic treatment
- Water Chemistry
- Food safety & Toxicology
- Biosecurity
- Hygiene understanding
- Lab-skills
- Data & Documentation

Personal Qualities (Our most important criteria)

- Analytical Mindset & Willingness to Learn:
You ask "Why?" when you see a problem. You want to find the root cause and take the initiative to learn the necessary in order to solve it.
- Integrity & Transparency:
You report things honestly. We value truth much more than "good news."
- Professional Courage:
You speak up if you disagree or don't understand, even if you are talking to an expert.
- Constructive Feedback:
You see feedback as a tool to get better at your job, not as a personal attack.
- Accuracy:
You are careful with details, whether it is in the lab, during diagnostics, or in your reports.
- Hands-on & Office:
You are comfortable doing practical work out on Lake Kivu, but you are also comfortable in the office writing protocols and keeping track of production data.
- Teaching:
Being comfortable with sharing you're knowledge, to train and mentor other staff.

The successful candidate is not necessarily an expert today, but has an foundation and a desire to become the next fish health expert. You must be prepared for an intensive learning curve under a Norwegian veterinary supervision.

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- Minimum +1 year of practical experience
 - Ability to train and mentor farm staff
 - First Aid and Basic Life Support

Language: Excellent written and verbal English skills are required.

- Aquasante Rwanda Ltd is an equal-opportunity employer. Any solicitation will lead to disqualification.
- Only shortlisted applicants will be contacted.
- **How to Apply:**

Interested candidates are invited to submit their resume and cover letter in person to our office or email to: **info@aquasante-rw.com**

Candidates are required to submit the applications not later than **28th Feb 2026**