



VIETNAM FISHERIES SOCIETY (VINAFIS)
International Collaborating Centre For
Aquaculture and Fisheries Sustainability (ICAFIS)



Annex 2

TERMS OF REFERENCE
Aquaculture Production Consultant

US - Viet Nam Aquaculture Value Chain Project

Background information

The United States Department of Agriculture (USDA) has officially designated Viet Nam as one of five focal countries for the "Food for Progress" Program (2025–2030). In Viet Nam, this program will be executed through the U.S.–Viet Nam Aquaculture Project. This project offers a unique opportunity to leverage U.S. financial resources and technical expertise to improve the tilapia value chain in Viet Nam; enhance trade in high-quality soybean products for aquaculture feed, and expand tilapia trade to consumers in the U.S., the region, and Viet Nam. The USDA Vietnam Aquaculture Project is a five-year program designed to increase Vietnam's tilapia production and competitiveness across the value chain, raising productivity to a cumulative volume of 1.21M metric tons and total volume of sales of \$1.25B, while facilitating imports of United States (U.S.) soy products in aquafeed, and expanding the trade of tilapia to U.S., regional, and Vietnamese consumers. It will be led by Lutheran World Relief (LWR), with support from Vietnamese partner International Collaborating Centre for Aquaculture and Fisheries Sustainability (ICAFIS) and U.S.-based American Soybean Association World Initiative for Soy in Human Health (ASA/WISHH).

Lutheran World Relief is a member of Corus International, and this organisation combines over 150 years of experience of non-profit and for-profit subsidiary organizations – IMA World Health, Lutheran World Relief, CGA Technologies, Ground Up Investing, and Farmers Market Brands. Together, the organizations take a systematic approach to grow rural economies, eliminate extreme poverty, ensure access to quality healthcare, and respond to urgent humanitarian needs in fragile settings.

The project seeks to strengthen the aquaculture sector in Vietnam by improving productivity, expanding market opportunities, and enhancing the capacity of actors across the aquaculture value chain. The project will work with aquaculture farmers, producer groups, hatcheries, input suppliers, processors, traders, financial institutions, and relevant government agencies to promote sustainable and market-oriented aquaculture development. There are six interrelated activities, the outputs and outcomes of which contribute to Food for Progress (FFPr) objectives SO1 (increased productivity) and SO2 (expanded trade). This is planned to be achieved by activities include developing aquafeed and seed/hatchling suppliers, developing demonstration plots, building the capacity of producer and trade associations, facilitating micro, small and medium enterprise finance, providing in-kind grants for broodstock and equipment, and facilitating buyer-seller relationships.

Objective of the Assignment

The objective of this assignment is to assess and document the current status, structure, and performance of the tilapia value chain in Vietnam across nine provinces in the Red River Delta and Mekong River Delta, through a comprehensive review of existing studies and field-based analysis of value chain actors, production systems, supporting services, and market linkages, in order to identify key constraints, gaps, and opportunities and provide evidence-based



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recommendations to strengthen sector competitiveness and expand tilapia production and exports to the United States and other markets.

3. Scope of Work

3.1. Specific requirements for the tasks of the aquaculture production expert

The Aquaculture Production Consultant will be responsible for assessing technical aspects of tilapia production systems (from fingerlings to mature fish) in Vietnam and identify constraints, opportunities, and productivity improvements across farming and management practices and grow-out systems. (*Note activity one will provide data and information for juvenile stages and GIS expert will map these*).

- 1) Conduct specialized tasks assigned by the Team Leader and coordinate with the other consultants in the team across three study sections in 3.1.
- 2) Review literature on tilapia production in Vietnam and identify key constraints related to productivity and yields; production technologies; disease and environmental management; farm management practices
- 3) Conduct technical assessment of tilapia production including grow-out production systems; cage culture and pond systems; environment and disease management practices; production and technology.
- 4) Participate, as team member, in working with relevant professional agencies (DFiS, NAEC, ect) and selected project provinces, and conducting surveys at project implementation sites.
- 5) Report on key finding on tilapia production systems, opportunities for improving production efficiency and recommendations for scaling tilapia production.
- 6) Support the team leader to draft, revise and finalize the final report based on feedback from ICAFIS, LWR and DFiS and relevant stakeholders.

4. Timeframe

The consultancy will be implemented between April 2026 and June 2026. The total input times for the aquaculture production expert is up to 45 working days, including travels to provinces for data collection and consultation.

5. Deliverables

Report Title / Deliverables	Quantity	Timeline
Report on key findings from literature review on tilapia production systems, opportunities for improving production efficiency and recommendations for scaling up tilapia production	02 review report (Vietnamese and English)	April 30 2026
Report on tilapia production including grow-out production systems; cage culture and pond systems; environment and disease management practices; production and technology.	02 (Vietnamese and English)	May 30 2026

6. Consultant Qualification Requirements

- Advanced degree in aquaculture production systems or related field.



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- Minimum 10 years' experience in commercial aquaculture production, farm management and operations.
- Preferably have experience in compliance with aquaculture certifications i.e., ASC, BAP.
- Expertise in tilapia culture systems preferred.
- Experience working with farmers and aquaculture enterprises in Vietnam
- Excellent communication and influencing skills to communicate effectively and credibly, both verbally and in writing in English and Vietnamese
- Highly effective in working in small teams, good communication and interpersonal skills.
- Authorization to work legally in Viet Nam.

7. How to apply

Interested professionals/consulting teams must submit the application in English. To apply, please submit no more than 4 pages with your CV and responses to the selection criteria to email HVu@corusinternational.org, quoting the position title in the email's subject line by April 3rd, 2026.