



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



Annex 1

TERMS OF REFERENCE
Aquaculture Value Chain Consultant and Team Leader

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.

2. 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-



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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 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 Value Chain Expert and Team Leader

She/he will:

As Team leader:

- will lead and coordinate the overall implementation of the assignment across the three study sections in 3.1.
- Develop the detailed work plan for the implementation of the aquaculture value chain study in collaboration with LWR and ICAFIS and approval by LWR.
- Lead design of research methodology and survey tools.
- Direct, coordinate and plan the activities of the consultants in the team, ensuring close coordination among experts during the implementation process.
- Synthesize the research results of member experts and related technical documents for the final reports under the assignment
- Coordinate with ICAFIS, LWR and DFiS to hold the validation workshops in Hanoi and Cantho for feedback on the research results
- Revise and finalize the final tilapia value chain report based on feedback from ICAFIS, LWR and DFiS and relevant stakeholders.

As Value Chain expert:

- Work with relevant professional agencies (DFiS, NAEC, ect) and selected project provinces and conduct surveys at project implementation sites
- Contribute technical inputs to three sections of this activity
- Summarise as a layout the formal and informal financial services providers to understand challenges, opportunities, and the current competitive landscape for the sector and show locations where available
- Collect data and information and summarise key findings and recommendations relevant to the Tilapia industry value chain including:
 - a) farmers productivity and yields constraints.
 - b) buyer seller arrangements.
 - c) cooperatives and associations engaged in tilapia.
 - d) finance access, products and services.
 - e) government, institutions and private sector roles.
 - f) inputs supply.
 - g) training and extension providers and materials.

4. Timeframe

The consultancy will be implemented between April 16 2026 and June 30 2026. The total input times for the Team Leader is up to 48 working days, including travel to provinces for data collection and consultation.



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5. Schedule and Deliverables

Report Title / Deliverables	Quantity	Timeline
I. Develop the Literature review report on aquaculture value chains in Vietnam, including key findings and recommendations, and from team member reports. Develop the Field Survey and data collection plan for review and approval of LWR and from team member reports	02 (Vietnamese and English)	April 30 2026
II. Develop the draft value chain mapping report with supporting data and GIS outputs, and from team member reports.	02 (Vietnamese and English)	May 30 2026
III. Deliver the final Tilapia Value Chain Report, including market assessment and from team member reports.	02 (Vietnamese and English)	June 15 2026

6. Consultant Qualification Requirements

- Advanced degree in aquaculture, fisheries, agricultural economics or related fields.
- Minimum 10 years of working experience in aquaculture or agricultural value chain analysis.
- Proficiency in quantitative and qualitative data analysis software, Office 365 applications including Word, Excel, SharePoint, and PowerPoint.
- Strong analytical, coordination and report writing skills.
- Excellent communication and influencing skills to communicate effectively and credibly, both verbally and in writing in English and Vietnamese
- Experienced in working with central and local government and communities in Vietnam
- 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.