



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



**TERMS OF REFERENCE**

**TILAPIA AQUACULTURE HATCHERY OPERATIONS CONSULTANT (HOC)**  
**USDA VIETNAM AQUACULTURE 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.

*Scope of work*

At present, in Vietnam there are some tilapia strains imported (illegally or legally) from Thailand (Chitraladas strain), China (Duong Nghiep strain), Philippines (Akquaford strain) and Vietnamese Norvid 4 strain. These strains are used for tilapia culture throughout Vietnam but to date there has not been any assessment on genetic advantages and disadvantages of these strains in Vietnam. There are limited publications on comparison of three strains (Vietnamese, Thai and Chinese strains) through the indication of growth, survival rate and productivity.



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Noting the challenges of technical issues for certification of the products in value chain, the project should focus on unification and origination of the tilapia seed as the brood stock for tilapia seed production is considered as the starting point.

The challenges can be discussed as follows:

- Unverified and unregulated sources of broodstock and the quality and quantity of the brood stock available and coming into Viet Nam.
- Biosecurity is not established with no sanitary and veterinary controls to regulate the introduction of new tilapia seed and that for existing materials in Viet Nam
- There are little awareness and acceptance of the need for biosecurity.

The objectives of this consulting work are listed below. These objectives and deliverables will be co-managed and jointly developed by the **two consultants** recruited under the technical and management **oversight of ICAFIS**.

- a) **Technical Report on Tilapia Seed Production in Viet Nam** overviewing the status of tilapia seed production facilities, production capacities and constraints of hatcheries, and the recommendations to address the challenges and gaps.  
This will support the development of the Brood stock Improvement Plan in cooperation with the BIC.
- b) Contribute to the **Tilapia Brood stock Improvement Plan draft** for review, targeting the nine provinces of the Vietnam Aquaculture project.

The **HOC** will be recruited for a maximum of 48 days to undertake specific tasks in this scope of work and working under the guidance of the ICAFIS team and the Director of ICAFIS.

The following is a draft action plan for both consultants to guide the scope of work.

- Meeting with ICAFIS and LWR and D-FIS to clarify the contract details, scope and planning filed visits (1 day)
- Preparation of material/questionnaires for field trip (3 days)
- Desk analysis of existing materials (4 days)
- One day visit VAFIS and hatchery in Hai Phong city (1 day)
- Visit provincial DOAE+ FU + one-two hatcheries + one or two grown out cooperatives/companies in 10 targeted provinces (20 days)
- Analyse collected materials (4 days)
- Report preparation (5 days)
- Preparation of draft BIP (5days)
- Meetings with ICAFIS, LWR, DFIS and relevant agencies, provincial authority to comment on draft technical report and BIP (1 day)
- Editing the technical report and BIP based on the meeting comments (4 days)
- Submitting final report and BIP to ICAFIS, LWR, DOF.

He/she will do the following tasks:

- Visit hatcheries in three regions collect data on capacity, sources, quality, relating to broodstocks currently available in Viet Nam, or imported.
- Collect information and data about individual hatcheries in terms of facilities, production season, status of diseases, nutritional status and feed sources, water quality conditions. This will include:



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**At hatchery levels**

- Visit hatcheries in Mekong River Delta, Red River Delta and South-Central Coast
  - Address and communication, GPS waypoints.
  - Certification status
  - Experience/ technical skill of the staff.
  - The area of hatchery available for tilapia seed production (for broodstock, for incubation and treatment)
  - Facility of hatchery used for collecting eggs, treatment for monosex.
  - Number of brooders available
  - Origin of the brooders (when, number of brooders, from what source)
  - Annual production capacity
  - Quality of seed via survival rate, growth rate... if there are information.
  - Clients of the hatchery: who buy seed of the hatchery, quality of seed
  - Where feed for hatcheries come from?
  - Nutrition level of feed for brooders and fry
  - Type and frequency of diseases and parasites occurred in the last 5 years.
  - Identify the challenges of the VAFIS and private hatcheries.
- Develop the Technical Report on Tilapia Seed Production in Viet Nam, using data and information collected above.
  - Support the development of the Tilapia Broodstock Improvement Plan for Vietnam, for MAE/DFiS approval working with the BIC.

*The HOC will be guided in planning and data collection, by the detailed discussion under:*  
**ACTIVITY 1: WORKPLAN AND CONSULTANT INPUTS FOR BROODSTOCK IMPROVEMENT PLAN (BIP). pages 1-4.**

*Consultant selection criteria*

- Master's degree or higher in aquaculture production, aquaculture seed production,.
- At least 10 years of working experience in the aquaculture sector in Viet Nam, preferably with involvement in Tilapia production and aquaculture farming systems and hatchery operations for Tilapia/or other fish species.
- Preferably, at least three years' work experience in international development and donor funded aquaculture projects in Viet Nam and / or the private sector.
- Excellent communication and influencing skills to communicate effectively and credibly, both verbally and in writing in English and Viet Nameese
- Highly effective in working in small teams, good communication and interpersonal skills.
- Proficiency in quantitative and qualitative data analysis software, Office 365 applications including Word, Excel, SharePoint, and PowerPoint.
- Authorization to work legally in Viet Nam



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*Implementation Time*

The input time for the consultant is 48 working days. The expected mobilization period is from April 16, 2026, to June 12, 2026 (6 days per week). The consultants will work from Ha Noi or Mekong Region and travel to provinces for business trips as needed. Both consultants will contribute to all three reports tabled below.

<b>Report Title / Deliverables</b>	<b>Quantity</b>	<b>Timeline</b>
I. <b>Technical Report on Tilapia Seed Production</b>	South, North	Four weeks from signing contract tentatively April 15

**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](mailto:HVu@corusinternational.org), quoting the position title in the email's subject line by April 3<sup>rd</sup>, 2026.