



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



**TERMS OF REFERENCE**  
**TILAPIA BROOD STOCK BREEDING CONSULTANT AND TEAM LEADER**  
**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 including that of Mr. Diep on comparison



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of three strains (Vietnamese, Thai and Chinese strains) through the indication of growth, survival rate and productivity.

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 challenge relates to understanding and being able to confirm the origin and proof of brood stock strains and their legal certification basis. There is no control over this unregulated and informal process of getting improved genetic materials into Vietnam.

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**. These reports are due as listed in Main Outcomes and Deliverables.

- a) **Technical Report on Tilapia Breeding Vietnam** overviewing the status of genetically improved quality tilapia seed production with focus on the targeted project provinces, current capacities and constraints, and the recommendations to address the challenges and gaps. From this a Brood stock Improvement Plan will be developed by ICAFIS and DFIS
- b) Develop a **Tilapia Brood stock Improvement Plan draft** for review, targeting the nine provinces of the Vietnam Aquaculture project.
- c) Share the draft BIP with DFIS and other key stakeholders and LWR for review, leading to a **Tilapia Broodstock Improvement Plan for Vietnam, for MAE approval**. This draft will be shared with DFIS and other key stakeholders for feedback and inputs and a process to have the plan formally accepted.

The **BIC** 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.

He/she will:

- conduct field work and consultations for a **Technical Report on Tilapia Breeding in Vietnam**
- lead the development of the **Tilapia Brood stock Improvement Plan draft (BIP)**
- support the production of **Technical Report on Tilapia Seed Production in Vietnam**, with the Hatcheries consultant.

The above tasks will involve work with the nine provinces of the Vietnam Aquaculture project. The **BIP** will be structured and written to identify the requirements and methods to improve and facilitate:

- a. Current research capacities and status of improved genetic strains and their production potential, disease resistance and environmental robustness for saline, brackish and fresh water and temperature requirements.
- b. Current improved Tilapia seed production types, origins, capacities and availabilities, and scope for improvement
- c. Diversity of genetic material and opportunities to improve Tilapia production potential



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- d. Optimizing environmental factors for improved production and improved resilience to climate changes
- e. Improved disease and parasites management and immunity
- f. Reducing costs of genetic material production and cost per unit, via more efficient operations, reduced losses and scaled up production.
- g. Identify the challenges and opportunities of the VAFIS and private hatcheries to produce, maintain and distribute improved strains of Tilapia seed, fry and fingerlings.

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 field 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.

*The BIC 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.***

*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>
<b>I. Technical Report on Tilapia Breeding Vietnam</b>	3 parts: South, North and Central	Four weeks from signing contract tentatively April 15
<b>II. Tilapia Brood stock Improvement Plan draft</b>	One plan at National level	Seven weeks from signing contract tentatively April 15



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<b>III. Tilapia Broodstock Improvement Plan for Vietnam, for MAE/DFiS approval</b>	One plan at National level	Eight weeks from signing contract tentatively April 15
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*Consultant selection criteria*

- Master's degree or higher in aquaculture production, aquaculture seed production, aquaculture genetics or improvement.
- At least 10 years of working experience in the aquaculture sector in Viet Nam, preferably with involvement in Tilapia production and aquaculture farming systems for Tilapia
- 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

**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.