

# Request for Proposals (RfP)

## Consultancy for scoping work in East African Tilapia Hatcheries

### Introduction

Gatsby Africa is focused on supporting sectors in East Africa to transform and contribute to economic growth by creating jobs, raising incomes, reducing poverty, and building opportunities for people in East Africa. We fund and implement programmes that aim to transform the performance of key sectors in East Africa by helping industry stakeholders to tackle both immediate constraints and long-term structural challenges. Ultimately, we look to collaborate with sector players to assist them to build competitive and profitable sectors with the mechanisms to adapt to future circumstances, ensuring sustainable growth.

One of Gatsby Africa's focus industries is aquaculture; Gatsby Africa aims to support the development of a competitive, inclusive, and resilient aquaculture industry over the long term. Gatsby Africa believes that East Africa has a strong comparative advantage in aquaculture, with good natural water resources and climate, genetic resources, and a rapidly growing population leading to increasing demand for protein.

Tilapia hatcheries in the region have built successful businesses in a budding aqua industry - the hatchery segment remains unsaturated, and the hatcheries still enjoy a healthy demand for fingerlings. For an industry that is poised for growth, hatcheries will continue to play a pivotal role and it is almost certain that additional hatchery production capacity will be necessary to support this growth. Grow-out farms require supply of quality fingerlings on a consistent, almost predictable, basis from hatcheries. To fulfil this type of demand, hatcheries in the region ought to have the capacity and the technical know-how to manage hatcheries and remain productive (and profitable). We recognize that different hatcheries in the region have varying approaches to hatchery management, varying level of technical know-how and consequently, face varying challenges, where these challenges do exist.

### Objective of this call for proposals

Gatsby Africa is seeking a tilapia hatchery expert to conduct a scoping study of the state of tilapia hatchery production in East Africa (Kenya, Uganda, Tanzania, and Rwanda) and implement any follow-on activities that may result out of this scoping study.

### Scope of work

Gatsby Africa would therefore like to invite qualified tilapia hatchery experts to submit short proposals in response to this call for proposals.

The successful consultant will be required to perform the following scope of work under this consultancy:

#### Phase 1

1. Review existing knowledge at Gatsby Africa on the tilapia hatchery landscape in the region - this will include review of existing reports as well as discussions with Gatsby Africa team members and other experts that work with Gatsby Africa
2. Assess the management approaches, technical capacity, and know-how of selected tilapia hatcheries in East Africa - especially on aspects related to, but not limited to, technical set-up, data-led management, water quality management, biosecurity, routine husbandry practices, fingerling handling and transportation etc
3. Diagnose the challenges and constraints faced by the selected tilapia hatcheries in East Africa and identify key improvements that if implemented could drive improvements in hatchery productivity (and profitability).
4. If deemed necessary, assist Gatsby Africa to design and roll-out a programme of support to hatcheries geared towards addressing their challenges and setting them up for productive operations and growth.

This phase of the consultancy will include field visits to 5-8 hatcheries in East Africa (Kenya, Uganda, Tanzania, Rwanda), discussions with hatchery operators and a compilation of findings and recommendations for Gatsby Africa.

## Phase 2

1. Implement/deliver technical support, as may be deemed necessary, to segments of tilapia hatcheries in the region - the form of which will be determined based on 3 above, and may include aspects such as, but not limited to, on-farm hatchery technical assistance, development of standard operating procedures etc.

The exact nature and mode of delivery of this support, under this phase of work, will depend on the design and the form of support that will be agreed on. Gatsby Africa will therefore finetune this in collaboration with the successful consultant.

Gatsby Africa is open to discussing the scope of work based on feedback from the selected consultant.

## Deliverables

1. A detailed work plan covering the tentative execution of Phase 1 above
2. A detailed preliminary report providing the findings and recommendations against each of the activities in Phase 1 above for review and input by Gatsby Africa
3. A detailed final report providing the findings and recommendations against each of the activities in Phase 1 above
4. Under Phase 2, deliverables will be determined based on the exact nature and mode of delivery of the envisaged support, and anticipated outcomes. This will be communicated in writing prior to roll out of phase 2 if Gatsby Africa does go ahead with the roll out.

## Requirements for consultant

To qualify for this consultancy, an interested consultant must meet the criteria below:

1. Be a private sector consultant and not affiliated to any government or governmental organisations/agencies
2. Have an educational background in Aquaculture or closely related field
3. Ideally have 10+ years of practical tilapia hatchery management experience in a commercial setting preferably within East Africa or if not, in Africa.
4. Have demonstrable analytical capabilities: ability to analyse and present data/information in a professional, simple, and straightforward manner.
5. Have good people skills: ability to communicate and work with people of different backgrounds respectfully and effectively
6. Be available for travel within East Africa over the next 2-3 months for Phase 1 of the work. Be available to commit to travel within reasonable timings that will be agreed upon for Phase 2 of the work.

## Consultancy timeline

Gatsby Africa estimates that Phase 1 of this consultancy will take a maximum of 5-6 weeks.

The timeline of Phase 2 of the consultancy will be determined in collaboration with the consultant based on the scope of work that will be outlined.

## Proposals

Completed proposals should be no more than 2 pages (A4) long and should include the following information:

1. A detailed summary of qualifications, including educational background and previous relevant work experience

2. A financial proposal of the fee(s) for the delivery of phase 1 of this assignment

Proposals must be received no later than Monday, **28th November 2022, at 1700hrs EAT**, at the email addresses below.

### **Gatsby Africa Contacts**

Inquiries and clarifications regarding these terms of reference are welcomed and should be directed in writing to the email addresses below.

**To: Nazmah Hasaan, Industry Associate, Aquaculture**  
([Nazmah.hasaan@gatsbyafrica.org.uk](mailto:Nazmah.hasaan@gatsbyafrica.org.uk))

**To: James Gichuhi, Deputy Director, Aquaculture**  
([james.gichuhi@gatsbyafrica.org.uk](mailto:james.gichuhi@gatsbyafrica.org.uk))