



JOB VACANCY

Position: Hatchery Manager	Number of Position(s): 1
Place of work: Bugarama, Muganza sector-Rusizi District	Reporting Line: Managing Director
Working days: According to contract	Fixed term Contract: 2 years renewable
Aquasante Rwanda Ltd is a forprofit company based in Rusizi-Kamembe. We operate a tilapia fish farm in Lake Kivu.	
Job Description We are seeking an experienced Hatchery Manager to oversee the production of high-quality fry/fingerlings, manage hatchery operations and lead the skilled team to achieve production targets.	
Key Responsibilities <ul style="list-style-type: none"> • Manage daily hatchery logistics, operations including brood fish selection, egg collection and sorting, , incubation, hormone treatment, larval rearing and fry transfer. • Monitor and maintain optimal water quality, feeding and environmental conditions. • Implement strict biosecurity and fish health management procedures. • Supervise and train staff AIT (Thailand) Technology, with egg robbing, hormone treatment and green wat • Maintain accurate records and prepare periodical performance reports. • Manage broodstock, feed, chemicals and hatchery equipment inventory. • Prepare budgets processing for Hatchery and regular biological report • Continue to develop and improve operations based on new scientific results and on-site experience. • Ensure compliance with environmental, safety and fish welfare standards. 	
Qualifications and Experience <ul style="list-style-type: none"> • Experience of establishing and implementing protocols for Hatchery • Experience from tilapia production in ponds. • 2 to 5 years of experience from Hatchery production using the AIT (Thailand) technology • Responsible for running broodfish, larval rearing and hatchery using this technology • Used to preparing plans and budgets • Experienced manager of people and a team builder • Person with minimum 2 years of experience from operating a tilapia hatchery according to the methods used at Asian Institute of Technology • Management experience and good in training of people, building teams and good working environment • Good with reporting and production control systems using computer programs. • AIT certificate • Strong knowledge of hatchery systems, water quality and fish breeding techniques. 	

Email: patrick.niyigena@aquasante-rw.com

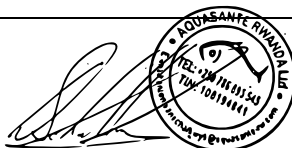
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Village: Karambo, Cell: Cyangugu, Sector: Kamembe

District: Rusizi,

Province: Western, Rwanda

Skills <ul style="list-style-type: none"> • High levels of physical fitness • Good people and resource management skills • Business and social skills, as manager have to deal with staff regularly • Numerical ability, for calculating feeding regimes and production related records • Driving license is advantageous • Knowledge of fish biology, nutrition and water quality, as well as animal health and pathology. • Logistical and operational mindset • Able to lead large teams (6-12 direct reports) in multiple work streams • Efficient in multi-tasking and accomplishing range of projects on schedule. • Desire to learn and progress within the organization • Efficiency focused with strong problem solving skills. • Diligent and able to follow projects through to completion • Dedicated to excellence and detail-oriented execution.
Educational level: Bachelor's degree in Aquaculture, Fisheries Science, or related field (preferred).
Other Environmental Conditions: adaptability of weather and sea conditions
Language: Fluent in English



- Aquasante Rwanda Ltd is an equal-opportunity employer. Any solicitation will lead to disqualification.
- Only shortlisted applicants will be contacted.
- **How to Apply:**

Interested candidates are invited to submit their resume and cover letter in person to our office or email to: patrick.niyigena@aquasante-rw.com

Candidates are required to submit the applications not later than Friday, **29th August 2025**

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