

Call for Expressions of Interest (Eoi)

Consultancy for Technical Assistance to Catfish Aquaculture Farms in Kenya

Background

East Africa's aquaculture sector has primarily been driven by the tilapia species, fuelled by strong market demand and an abundance of natural resources suitable for its cultivation. However, there is significant potential for other species to contribute to the industry's growth, which would help diversify outputs and enhance sector resilience. In particular, the catfish species presents a promising opportunity, offering alternative, commercially viable business models within the region's aquaculture industry.

Catfish demonstrate impressive growth performance, capable of reaching 1 kilogram in just six months, coupled with feed conversion ratios potentially reaching as low as 1.1 (under optimal production conditions). Additionally, they are resilient to challenging environmental conditions, which reduces farming risks and lowers the barriers to profitable aquaculture. This resilience could enable a broader range of farmers to participate in and benefit from catfish farming.

In collaboration with pioneering medium-to-large-scale catfish producers, Gatsby aims to test and validate viable business models for catfish production. By supporting initiatives on both the production side as well as activating market demand and off-take, Gatsby seeks to identify the key drivers of productivity and profitability in catfish farming, as well as assess the replicability and scalability of successful models. On the production-side, Gatsby will work with catfish farms to provide technical assistance where necessary to provide know-how and skills to achieve the fish's attractive biological performance, ensuring sustainable and commercially sound operations.

Objectives of the Consultancy

This consultancy aims to support catfish farms by providing technical assistance. The goal is to equip farms and key farm staff with the essential skills and knowledge needed to ensure productive and profitable operations, in line with the overall objective of testing and validating effective business models for catfish farming.

Scope of Consultancy

The consultant will provide technical advice related to catfish rearing and catfish husbandry to farms nominated by Gatsby Africa. The areas of advice will fall under the below key thematic areas:

- Catfish husbandry at the hatchery and grow-out stages, covering best practice for handling and monitoring fish, as well as ensuring optimal conditions for growth.
- Farm management practices in support of productive and commercial rearing of catfish, covering key activities such as production planning, feed use and quality, tracking growth rates and biomass, among others.
- Technical advice relating to the configuration and design of farm systems for optimal production.

Specific areas of assistance and outputs falling under the above listed thematic areas will be determined based on farm needs in alignment with Gatsby.

The Consultant will work closely with key farm staff, also liaising with farm owners (where necessary) to deliver technical advisory services, provide practical demonstration and training on

essential day-to-day activities such as stocking, grading, transfers, feeding, harvesting, data entry etc. among others.

As such, the services will be delivered via a combination of on-farm engagement, supplemented where necessary by remote engagement via virtual means, with the consultant effectively acting as a retained advisor to the farms.

Deliverables

A cadence of reporting to Gatsby will be established once the consultant is selected.

Requirements for Consultant

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

- Be a private sector consultant and not affiliated to any government or governmental organizations/agencies
- Have an educational background in aquaculture or a closely related field
- Ideally have 10+ years' experience in commercial fish farming
- Relevant hands-on experience working with catfish in commercial production systems. This includes involvement in daily operational activities such as production planning, tracking utilization of inputs and expenditure, monitoring growth performance, among others
- Have good people skills: ability to communicate and work with people of different backgrounds respectfully and effectively
- Able to travel frequently to East Africa to deliver on-farm technical assistance services as described above

Consultancy timeline

The consultant will be expected to work with farms nominated by Gatsby for a minimum period of 12 months with the possibility of extension, subject to progress and programmatic developments. The consultancy will have an initial trial period of 6 months.

Expressions of Interest - How to apply

If this is something that interests you/your organization, please contact the address in the section below to express your interest and we will be in touch to advance discussions. Please include the following information in your email:

1. Name of your organization(s)/individual(s)
2. CVs or a brief profile of the consultant(s) that will be undertaking the scope of work, including their qualifications, capabilities, and experience of assignments of a similar nature.
3. An overview of the basic consulting rates for the consultant/team of consultants undertaking this assignment - at this point these rates will be treated as non-binding and can be provided as a range or presented in different ways e.g., day rates, fixed prices, or by nature of the project.

The expression of interest should be no more than 1,000 words.

Expressions of Interest must be received no later than the 8th of August 2025 at 1700hrs EAT, at the email addresses below.

Gatsby Africa Contacts

Enquiries and clarifications regarding this EoI are welcome and should be directed in writing to the following email address:

- **James Mwangi** - james.mwangi@gatsbyafrica.org.uk
- **James Kubasu** - james.kubasu@gatsbyafrica.org.uk