

Private Sector Development in Liberia 2025-2029

Technical Capacity building for reproduction and semi-intensive culture of Tilapia (*Oreochromis niloticus*), African Catfish (*Claria gariepinus*) and Bonny tongue (*Heterotis niloticus*)

Mission country: Liberia

Duration: Short-term expertise (15 days)

Consultant: Open to international consultants

Start date: July 1st, 2026

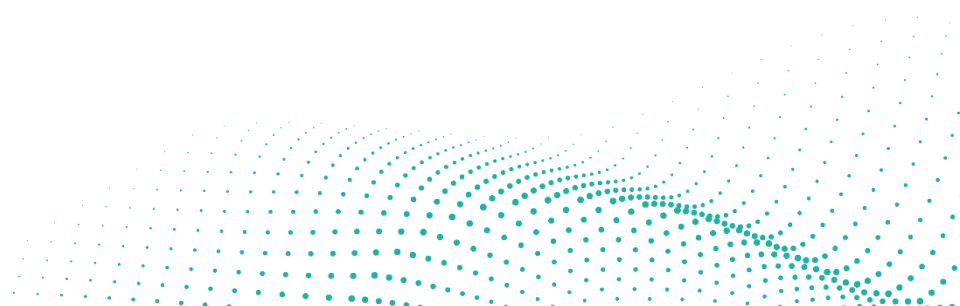
Sector: Business climate and economic integration, agriculture and natural resources

Budget: Up to 15.000 USD

Deadline for responses: 21.07.2026

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About Expertise France

Expertise France is the public agency responsible for the design and implementation of international technical cooperation projects and is a member of the AFD Group. Agency operates across four priority areas:

- Democratic, economic and financial governance.
- Peace, stability and security.
- Climate, agriculture and sustainable development.
- Health and human development.

Within these areas, Expertise France (EF) delivers technical assistance and capacity-building support, mobilizes public and private expertise and coordinates projects that combine public sector know-how with private-sector expertise.

With a turnover of €450 million in 2024 and more than 350 ongoing projects across 140 countries, Expertise France is the leading public agency for French international technical cooperation.

1. About the project

The **Private Sector Development project** in Liberia (PSD Liberia), funded by the EU, is currently in its inception phase. PSD's Overall Objective is to contribute to increase the competitiveness, inclusivity and environmental sustainability of cassava, fisheries and wood processing value chains for enhanced decent job creation, economic growth, and competitiveness of Liberian MSMEs.

The Specific Objective (outcome) aims to ensure that MSMEs, with a focus on enterprises owned by women, youth and persons with disabilities, within the three targeted value chains increase their productivity and production quality so they can offer decent and inclusive job conditions while committing to environmental sustainability standards. However, this may occur only if the general ecosystem, including access to skills and business development services, is improved, therefore requiring policy dialogue at all stages of project implementation, involving the public and private sector, and EU and Liberian MSMEs.

The Action will focus on the two main areas of intervention and the related challenges: private sector development and value chain development (cassava, fisheries and wood).

Three components for the implementation of the Action have been defined as follows:

- Component 1: Improved regulatory frameworks through PPD, including a high-level policy dialogue platform, and institutional capacity development for a more conducive business and investment climate in line with sustainable and inclusive international standards.
- Component 2: Improved skills of MSMEs within the three target value chains, with particular emphasis on enterprises owned by women, youth and persons with disabilities.
- Component 3: Enhanced capacity of national stakeholders for creating employment and improved access to decent work opportunities for all, including marginalized groups

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(youth, women and persons with disabilities) for better skills, livelihoods and workplace accountability in line with International Labour Standards.

The Action is financed by the European Union and will be co-implemented by Expertise France and the International Labour Organisation (ILO).

2. Background and Description of the mission

The aquaculture sector in Liberia is a nascent industry that remains at an early stage of development, with an estimated production of approximately 2,000 tons cultivated over 113.9 hectares of fish farms (National aquaculture survey, 2023). The sector is predominantly composed of smallholder farmers and is currently constrained by low productivity, limited access to quality inputs, and the high cost of feed and other essential production materials.

Despite these challenges, aquaculture presents significant potential to contribute to food security, income generation, and economic diversification in Liberia. In response to the growing local demand for fish and the need to transform aquaculture into a viable revenue-generating sector, the PSD Liberia project aims to boost the value chain. The project intends to provide targeted support to improve fish farming practices, market access, entrepreneurship skills and financial literacy to promote revenue generation and job creations along the value chain.

Historically, aquaculture training has focused primarily on the technical aspects of establishing fish farms, contributing to food security and diversification within existing production systems. However, in line with the ARREST agenda, the strategic focus is shifting toward commercial and intensive aquaculture models that are market-driven, competitive, and financially sustainable.

In this context, strengthening the business and entrepreneurial capacities of recruited technicians is essential with regard to understanding the socio-economic structure of the sector. The proposed Training of Trainers (ToT) will therefore focus on key components of practical capacity building for the reproduction and semi-intensive culture of Tilapia, African Catfish and Bonny tongue. Core topics will include broodstock selection and management, breeding techniques, culture, feeding strategies, water quality management, stocking density, pond and tank preparation for grow-out, as well as harvesting and basic health management practices.

This approach will ensure that extension trainers are technically proficient across the full production cycle, from reproduction to grow-out, and able to effectively support aquaculture actors in establishing productive, efficient, and well-managed fish farming systems.

The Seeds4Liberia project, funded by the European Union and implemented by AfricaRice in collaboration with WorldFish and national partners, serves as the overarching platform for strengthening seed and aquaculture systems in Liberia. It provides coordination and technical guidance for breeding and seed system development, including aquaculture seed (fry and fingerling) production, and ensures alignment and complementarity among implementing partners and training interventions.



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Within this coordination framework, the Training of Trainers programme will be implemented in close alignment with Seeds4Liberia (WorldFish) technical guidance to ensure consistency in training content, avoid duplication, and strengthen synergies across institutional actors.

To support the implementation of this capacity-building programme, a qualified consultant will be recruited to deliver a Training of Trainers (ToT) programme aimed at strengthening the technical capacities of aquaculture stakeholders in fish reproduction and semi-intensive culture systems.

To support the implementation of this capacity-building programme, Expertise France seeks to recruit a qualified consultant to deliver a Training of Trainers (ToT) programme aimed at strengthening the technical capacities of aquaculture stakeholders in fish reproduction and semi-intensive culture systems.

The training will specifically aim to:

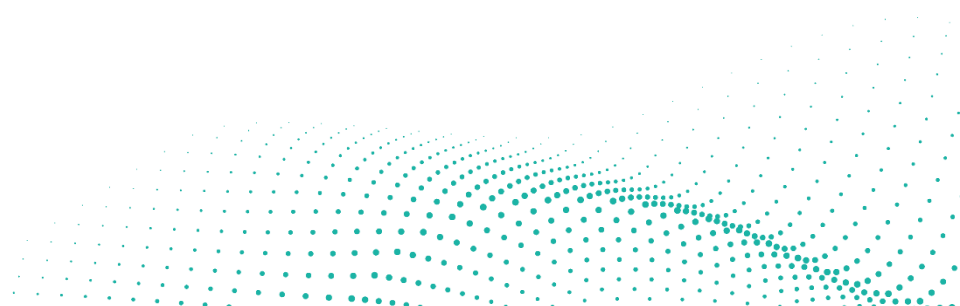
- Strengthen technical knowledge and practical skills in broodstock management, reproduction, hatchery operations, and semi-intensive culture systems;
- Enhance the ability of participants to manage production cycles, including feeding, water quality control, and pond/tank management;
- Build the capacity of trainers to design and deliver structured, high-quality training on fish reproduction and semi-intensive aquaculture systems.

The ToT programme is intended to strengthen existing aquaculture support by equipping trainers with essential technical skills across the production cycle, enabling them to support the development of sustainable and productive aquaculture systems.

3. Objectives of the training:

This training program aims to equip facilitators with the knowledge, practical skills, tools and competencies required to:

1. Strengthen the technical capacities of aquaculture extension trainers and stakeholders in the reproduction and semi-intensive culture of African Catfish and Bonny tongue.
2. Build practical skills across the full production cycle, including broodstock selection breeding techniques (natural and induced), hatchery construction, operations, and management, and indoor and outdoor culture
3. Improve competencies in pond construction, farm design, water quality management, feed production and management, diseases management and different types of culture based on stocking densities, and other factor
4. Introduce practical techniques to avoid genetic inbreeding, including broodstock rotation, proper record keeping, controlled mating systems, and periodic introduction of new genetic material.
5. Improve competencies/capabilities in organizing and facilitating training, focus group discussion and workshop for different stakeholders in different situations.



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6. Ensure trainers are able to effectively deliver structured, practical, and high-quality training to aquaculture stakeholders

4. Specific Objectives:

The Training of Trainers (ToT) programme should reach following specific objectives to strengthen the business, entrepreneurial, financial, and training capacities of aquaculture stakeholders.

1. **Broodstock management:** Skills in broodstock selection, conditioning, and management for Tilapia (*Oreochromis niloticus*), African Catfish (*Clarias gariepinus*), and Bonny Tongue (*Heterotis niloticus*).
2. **Breeding and hatchery operation:** Build competencies in breeding techniques (natural and induced), hatchery construction, operations, and management.
3. **Nursery management:** Improve practical skills in fry nursing, feeding protocols, water quality management and growth monitoring.
4. **Indoor and Outdoor culture:** Enhance knowledge of fish culture in different environment like indoor (tank) and outdoor (pond, rice field) considering stocking density, natural food, water availability and quality of feed.
5. **Local fish feed development:** Build technical teams competencies in feed formulation and production based on locally available ingredients with assistance of WorldFish.
6. **Genetic Quality control:** Introduce and apply practical measures to reduce genetic inbreeding, including broodstock rotation, record keeping, controlled mating systems, and periodic genetic refreshment.
7. **Training delivery:** Enable participants to effectively transfer acquired knowledge and skills to fish farmers through structured and practical training approaches.

5. Scope of work

The selected consultant will be responsible for the design, preparation and delivery of a comprehensive Training of Trainers programme covering all seven modules outlined above. The programme will be delivered over five (05) days and will target aquaculture extension officers, technicians and other relevant stakeholders identified by the PSD Liberia project team and the national Partners (NaFAA).

a. Training Design and Preparation

The Seeds4Liberia project, funded by the European Union and implemented by AfricaRice with WorldFish and national partners, supports the strengthening of seed and aquaculture systems in Liberia. It serves as the predecessor framework for breeding and seed system development, including aquaculture seed (fingerling) production and dissemination. Training design and preparation will be undertaken in a coordinated manner among implementing partners to ensure harmonized curricula, training materials, and methodologies across all targeted fish species.

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The consultant will work collaboratively with the client and relevant stakeholders including WorldFish to co-design and prepare the training materials, tools, and resources required for the effective delivery of the programme.

This includes identification and assessment of the training facility (preferably a private farm, hatchery or research center), facilitator guides, participant handbooks, session plans, technical case studies, practical exercises, and assessment tools.

The consultant will also support the project team in identifying suitable training sites for practical sessions and in preparing a comprehensive list of materials and equipment required for the successful implementation of the training.

All materials must be contextualised to the Liberian aquaculture sector and reflect real production scenarios related to the reproduction and semi-intensive culture Tilapia (*Oreochromis niloticus*), African Catfish (*Clarias gariepinus*), and Bonny Tongue (*Heterotis niloticus*).

Materials must also be gender-sensitive, youth-friendly, and accessible to persons with disabilities.

b. Training Delivery

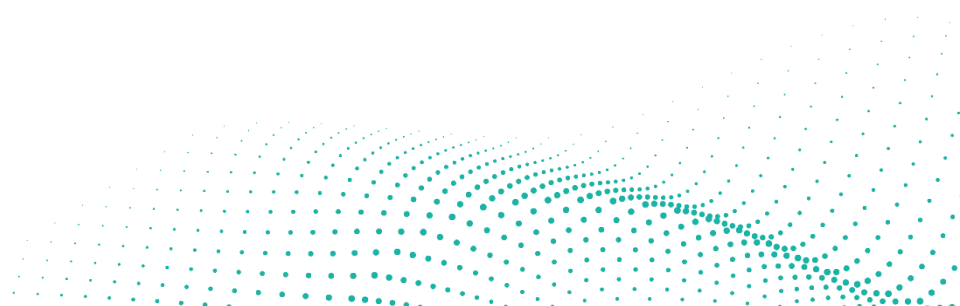
The consultant will deliver a 15-day ToT programme using a blended and participatory methodology, with at least 80% of the training dedicated to hands-on practical exercises.

The training will apply a range of approaches to ensure active engagement, knowledge retention, and practical application. These will include theoretical inputs, practical exercises, hatchery and pond management simulations, field-based demonstrations where possible, real-life aquaculture case analysis, role play and scenario-based learning, digital demonstrations, microteaching sessions, group work, and peer feedback.

This approach will ensure that participants not only understand the technical concepts but are also able to apply them directly in aquaculture production systems and effectively cascade the training to fish farmers and other stakeholders.

Within this framework, WorldFish will be responsible for delivering training and technical support on Tilapia (*Oreochromis niloticus*) broodstock and hatchery management, in line with its institutional mandate in aquaculture research and capacity development. The Consultant will be responsible for delivering training and technical support on African Catfish (*Clarias gariepinus*) and Bonny Tongue (*Heterotis niloticus*), covering broodstock management, breeding, hatchery operations, and related production systems.

This arrangement ensures a clear and complementary division of responsibilities in training delivery, aligned with the respective institutional mandates and technical expertise of the implementing partners.



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c. Assessment and Evaluation

The consultant will design and administer pre- and post-training assessments to measure knowledge gain and competency development among participants. A training evaluation framework will be developed to assess the quality, relevance and effectiveness of the programme. The findings will be documented and shared with the Private Sector Project in the final report.

d. Reporting

The consultant will submit the following deliverables:

- An inception in form of a presentation outlining the training design, methodology, work plan and timeline, to be submitted no later than ten working days after contract signature.
- A complete set of training materials, including facilitator guides, participant handbooks and all supporting tools, to be submitted at least five working days before the start of the training.
- A final training report documenting the training process, attendance, key findings from the assessment, lessons learned and recommendations, to be submitted no later than ten working days after the completion of the training.

6. Submission of Proposal

Interested consultant shall submit a separate technical and financial proposal in accordance with the requirements outlined above. Proposals should be submitted clearly labelled with <<TOT_Aquaculture_PSD_2026_Name consultant>>

a. Technical Proposal

The technical proposal should demonstrate the consultant understands of the assignment and approach they would like to use to deliver expected results. It should include, but not be limited to, the following:

1. **Understanding of the Assignment:** the consultant should present its comprehension of the objectives, scope, and expected outcomes of the assignment.
2. **Methodology:** this includes a detailed description of the proposed methodology, data collection, data cleaning and analysis plan as well as the tools to be used.
3. **Team Composition and CVs:** Details of the proposed team, including qualifications, relevant experience, and CVs of key personnel.
4. **Timeline:** A clear work plan showing key activities, deliverables, and timelines for completion.
5. **Previous Experience:** Examples of similar assignments undertaken, including references and evidence of successful implementation.

b. Financial Proposal

The financial proposal should be submitted separately and include the following:



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1. **Budget Breakdown:** A detailed breakdown of costs, including:

- a. Expenses : Printing, Transport, Materials , equipment’s
- b. Materials : Nets, feed, Grinder, Ingredients
- c. Consultant Fees

2. **Taxes and other charges:** Please note that the project will **not cover any taxes or overhead charges**; these should be included in the budget as part of the contractor’s costs if applicable. Please note that the PSD project will not provide coverage for any accident or health insurance for participants, consultants, or training personnel. All such insurance arrangements shall remain the responsibility of the individuals or their respective organizations.

c. Maximum Budget:

Consultants will be selected based on technical and financial evaluations, with preference given to the proposal representing the best combination of technical merit and cost.

The consultant will be evaluated on:

- Technical approach to 40%,
- Team expertise – 30%,
- Financial proposal – 30%

Proposals must be submitted by July 1st, 2026. Late submissions will not be considered. Both technical and financial proposals should be complete, signed, and formatted according to the instructions in this document.

7. Deliverables

Deliverable	Deadline
Inception report and work plan	10 working days after contract signature
Complete training materials	5 working days before training start
Delivery of 15-day ToT programme	As per agreed schedule
Pre- and post-training assessment tools	Before training start
Final training report	10 working days after training completion

8. Profile of the Consultant

The consultants should demonstrate the following qualifications and experience:

- Proven experience in designing and delivering Training of Trainers (ToT) programmes in aquaculture or fisheries, particularly in fish reproduction, hatchery management, and semi-intensive production systems.
- Demonstrated technical knowledge and practical experience in aquaculture value chains, preferably including *Clarias gariepinus* (*African catfish*) and related freshwater species.
- Strong expertise in fish breeding and hatchery operations, including natural and hormone-based hatching methods, broodstock management, and larval culture
- Familiarity with adult learning methodologies and participatory training approaches.

The proposed team should, at a minimum, include:



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- A Trainer with demonstrated expertise in aquaculture production systems, including fish reproduction, hatchery management, and semi-intensive culture.

We are committed to promoting diversity and inclusion and encourage applications from qualified women and persons with disabilities.

