

### Terms of Reference

**Recruitment of an Individual aquaculture expert to conduct need assessment for Aquaculture training program and provide technical expertise in the development process of Aquaculture curriculum at Rwanda Polytechnic**

**Activity code: 2.1.4**

**Venue:** Rwanda

**Dates:** From April 2026 to December 2026

#### 1. Project description

The Government of Rwanda and Agence Française de Développement (AFD) signed 5-year grant/loan agreements on 8th March 2023 to implement the AFTER II Project (Appui à la Formation Technique et l'Emploi au Rwanda). AFTER II aims to improve technical and vocational education and learning conditions in order to strengthen the skills of youth in line with labour market requirements.

Project management will be provided by two contracting authorities: Rwanda Polytechnic (RP) for college-related interventions, and Rwanda TVET Board (RTB) for TVET schools-related interventions, through their respective Single Projects Implementation Unit (SPIU).

Expertise France will provide technical assistance to the project implementation. Short and long-term expertise are mobilized based on a technical offer validated by AFD, with the agreement of the Rwandan party.

On the side of RP, the beneficiary sites are RP Karongi and Kitabi colleges located in Karongi and Nyamagabe Districts. On the side of RTB, the beneficiary sites are Muhororo and Cyanika TVET Schools located in Karongi and Nyamagabe Districts.

AFTER II project is divided into 4 main components and 2 cross-cutting components:

- Component 1: The RP Kitabi and Karongi colleges and TVET schools of Cyanika and Muhororo campuses are expanded, modernised, and environmentally friendly
- Component 2: The training offer in the RP Kitabi and Karongi colleges and TVET schools of Cyanika and Muhororo is strengthened and more attractive
- Component 3: The link between TVET providers and the private sector is strengthened, and employment and entrepreneurship support mechanisms are more efficient
- Component 4: The quality and leadership of RP and RTB as institutions in the TVET sector are reinforced
- Cross-cutting component 5: The TVET programs are more gender-responsive and inclusive, and specifically address dropouts of the general education
- Cross-cutting component 6: Greening TVET – TVET programs provide youth with green skills and competencies for sustainable economic growth

## 2. Objectives

Rwanda Polytechnic aims to introduce a new competency-based aquaculture curriculum that responds to labour market demands and supports the Rwanda's fisheries and aquaculture sector

The main objective of this assignment is to support Rwanda Polytechnic in developing a relevant and competency-based aquaculture curriculum through sector needs assessment and expert technical guidance.

The specific objectives are:

- Conduct a needs assessment of aquaculture skills and training needs in Rwanda, including analysis of existing education and training gaps.
- Analyze industry trends and employment opportunities in the aquaculture sector in both public and private sectors.
- Identify competency requirements for aquaculture professionals and technicians based on labor market needs.
- Provide technical expertise in the design and development of an Aquaculture Engineering Curriculum aligned with industry standards.
- Ensure the curriculum aligns with TVET competency-based training frameworks and labor market demands.

## 3. Scope of work

To achieve these objectives, the aquaculture expert will conduct the following tasks:

### 1. Conduct a need assessment

- Review existing policies, strategies, and reports related to fisheries and aquaculture.
- Analyze the current aquaculture sector status in Rwanda and its potential growth.
- Identify skills gaps and workforce needs in the Aquaculture and Fisheries sector.
- Consult key stakeholders, including fish farmers, aquaculture enterprises, training institutions with aquaculture trade/program, and government agencies.
- Identify the benchmarking scope (Key reference institutions and elements of benchmark/learning locally, regionally, and internationally) and tools to collect relevant information from the identified reference institutions/programs to inform the program development.

### 2. Curriculum Development Support

In collaboration with the Rwanda Polytechnic curriculum expert, the expert will:

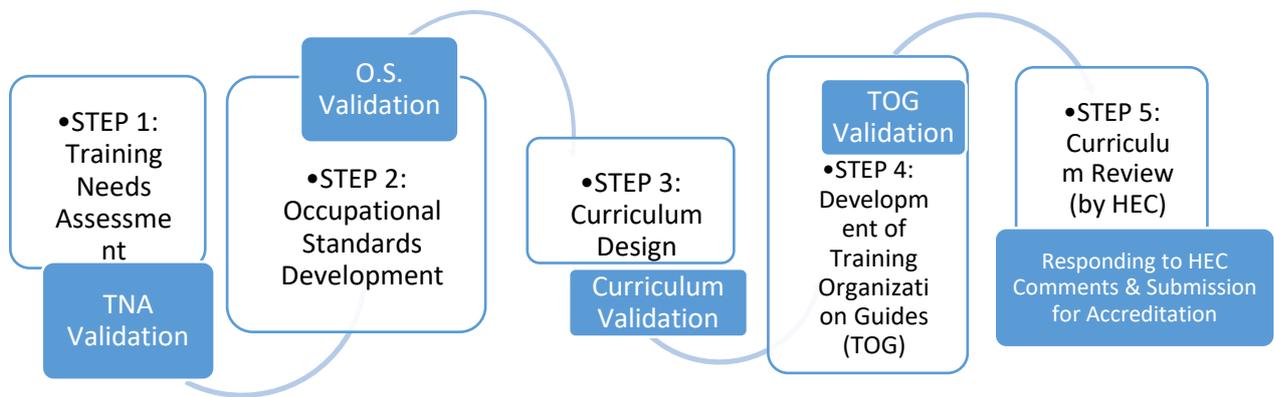
- Support the development of occupational standards by developing a vertical mobility chart, an occupational profile, competence standards, and an internal validation report of occupational standards.
- Support in the design phase of curriculum by developing the Curriculum Framework (exit profile, modules, credits, learning outcomes), Module

Specifications, Standards-to-Modules Mapping Matrix, and Assessment Blueprint.

- Support in the preparation of the final internal validation report and accreditation report

#### 4. Methodology

The methodology to be used in this assignment will follow the Rwanda Competence based curriculum development framework. The development of these curricula will follow the following process:



Rwanda Polytechnic will support the identification and invitation of participants for the implementation of this activity and ensure the overall coordination and quality of the developed curricula as per the CBC Development framework

#### 5. Deliverables

Expertise France is supporting Rwanda Polytechnic in the AFTER II project implementation. In this framework, Expertise France will mobilise an individual expert to conduct a needs assessment for the Aquaculture Engineering program and provide technical expertise in the development process of the Aquaculture Engineering Curriculum. The estimated number of days is 50.

The expert will provide the following deliverables:

Deliverables	Estimated number of days
<b>1. Inception Report that includes:</b> <ul style="list-style-type: none"> <li>▪ Detailed work plan,</li> <li>▪ methodology,</li> </ul>	3

<ul style="list-style-type: none"> <li>▪ Need assessment questionnaire for survey and stakeholders to engage.</li> </ul>	
<p><b>2. Needs Assessment report that includes:</b></p> <ul style="list-style-type: none"> <li>▪ Sector analysis</li> <li>▪ Labour market analysis.</li> <li>▪ Skills gaps and training priorities.</li> <li>▪ Benchmarking report</li> <li>▪ Workshop output: List of occupations, position and operational companies,</li> <li>▪ Recommendations for curriculum design</li> </ul>	10
<p><b>3. Occupational standards report that includes:</b></p> <ul style="list-style-type: none"> <li>▪ vertical mobility chart,</li> <li>▪ occupational profile,</li> <li>▪ validated DACUM chart and task ratings</li> </ul>	15
<p><b>4. An internally validated curriculum that includes:</b></p> <ul style="list-style-type: none"> <li>▪ Curriculum Framework (exit profile, modules, credits, learning outcomes)</li> <li>▪ Module Specifications</li> <li>▪ Standards-to-Modules Mapping Matrix</li> <li>▪ Assessment Blueprint</li> <li>▪ Internal validation report (Stakeholder validation report)</li> </ul>	14
<p><b>5. Validation &amp; Accreditation Package report that includes:</b></p> <ul style="list-style-type: none"> <li>▪ Accreditation-Ready Curriculum Document</li> <li>▪ Equipment &amp; Infrastructure Plan (Labs and workshops)</li> </ul>	7
<p><b>6. Final Consolidated Technical Report &amp; Handover that includes:</b></p> <ul style="list-style-type: none"> <li>▪ Address compliance requirements</li> <li>▪ Final Revised Curriculum (post-validation)</li> </ul>	1

## 6. Requested profile

The aquaculture Expert should possess the following qualifications:

- A PhD's degree in Aquaculture engineering, Aquaculture, Fisheries or Animal Sciences with specialization in Aquaculture, fisheries or related aquatic resources management.
- At least 5 years of experience in teaching and program development in Higher Learning Institutions.
- At least 3 years of experience in working with aquaculture practitioners and industry
- Understand Aquaculture and fisheries in the Rwandan context and beyond
- Experience in working with Aquaculture practitioners.
- An experience in competence-based curriculum development will be an added value

- Strong analytical, report-writing, and communication skills
- Excellent oral communication and presentation skills in English. Knowledge of Kinyarwanda is an added value.
- Capable of working independently and performing under tight deadlines.

In order to accomplish his/her mission, the expert will work under the supervision of Rwanda Polytechnic and the Expertise France component manager.

Through the AFTER 2 project funds, Expertise France will provide technical and coordination support, as well as covering all the costs related to this assignment.

## 7. Calendar

The assignment will be conducted from End of April 2026 to December 2026. The estimated number of **person- days to perform this assignment is 50 days.**