

AASEM BAWAZIR

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Senior Aquaculture Specialist | Marine Hatchery & RAS Specialist | Marine Biologist | Aquaculture Supervisor

Innovative Aquaculture Researcher with MSc in Marine Biology (Aquaculture), with 4+ years' experience in RAS, hatchery, and offshore cage systems across Saudi Arabia, Thailand, and the Philippines. Project leader of the first successful Pompano spawning in the Red Sea in Saudi Arabia. Led the full-cycle Hybrid Grouper research, demonstrating its strong candidacy as a new aquaculture species for the Saudi environment. Combines advanced R&D and field expertise in broodstock management, larval rearing, biosecurity, and SPSS data analysis to drive sustainable, high-performance aquaculture operations with hands-on experience across 15+ marine species.

Skills

Aquaculture Systems Operations Management (Hatchery, RAS, Sea cage...)	Leadership (full-cycle projects)	Detail-oriented & Problem-solving
Marine fish reproduction	Communication (Arabic/English)	Open to learn and take responsibilities
Aquaculture R&D - Publication	Touch typing (English/Arabic)	Supervising and Training and Development (Teams)
Troubleshooting - Data Collection & Analysis (SPSS) & other tools	Teamwork (+20 stakeholders with different	Flexible & Unsupervised & Autodidactic
International Collaboration	backgrounds, languages, and experience levels)	Dedication & Fast learner
Laboratory Safety Practices		Microsoft office
Sustainability & Environmental Impact Reduction		

Experiences

Senior Aquaculture Technician | KAUST (King Abdullah University of Science and Technology), Saudi Arabia

Aug 2021 – Present

- Aquaculture Systems Management:** Oversaw daily operations of RAS, marine hatcheries, and offshore sea-cages, ensuring optimal performance and strict biosecurity compliance.
- International RAS Assignment (Thailand, 2023 – 2024):** 1-year international collaboration with ECO Aquaculture Asia to operate and optimize recirculating aquaculture systems. Reduced daily water exchange by 40%, enhancing sustainability and efficiency. Executed more than 6 multi-species RAS trials. Supervised trial operations and transferred research and development concepts to a local Thailand team of 6 members. Collecting and statistically analysed data using SPSS.
- Sea Cage Management (Saudi Arabia):** Conducted the first open-sea spawning trials in Saudi Arabia in the Red Sea. Carried out offshore grow-out trials, improving feed conversion, stocking density, and survival rates.
- Hatchery Operations:** Supported broodstock management of +5 species leading to a stable survival rate of over 95%, induced spawning, larval rearing, and nursery phases.
- Experimental Trials:** Collaborated with local companies, governmental bodies, and international private partners (including NAQUA, THARAWAT, MEWA, and ECO Aquaculture in Thailand) on advanced experimental studies producing over 15 trials.
- Fish Health Monitoring:** Conducted diagnostics and health monitoring for more than 10 marine species by applying preventive protocols that resulted in specific pathogen-free.
- Logistics & Fish Transfers:** Managed the fish transfers across life stages, successfully executing over 10 large-scale transfers.
- Data Collection & Analysis:** Recorded biological and environmental data, performing scientific statistical analysis using Microsoft Excel; to support the Ministry's technical report for more than 8 trials.
- Sustainability Practices:** Implemented sustainable feed trials; incorporating Black Soldier Fly as a protein source diet to reduce environmental and economic impact for Snapper and Orange spotted Grouper.
- Knowledge Transfer:** As SEAFDEC certified professional, I trained sea-cage team on reproduction techniques and mentored KAUST Elevate trainees on aquaculture operations.

Marine Fish Hatchery Operations (Training) | Southeast Asian Fisheries Development Center SEAFDEC (Philippines)

Jun 2024 – Jul 2024

- Hatchery Operations:** Practical training covering site selection, feasibility study, minimum staffing requirements, and scaling up to full operations. Acquired hands-on expertise in marine hatchery system design, maintenance, and troubleshooting.
- Reproduction & Larval Rearing:** Shadowing professionals and attended hands-on trainings in artificial and natural reproduction techniques across seven marine species. Successfully reared multiple species for over 35 days (orange-spotted grouper, tiger grouper, milkfish, snapper, etc.).
- Feed Nutrition & Live Feed Culture:** Practical training on diet formulation using spreadsheets and feed prep techniques. Cultured 25 tons of Rotifers, 1 ton of Artemia, and Algae scaled from 1 litre to 5 tons.
- Water Quality Management:** Monitored hatchery water parameters to ensure optimal rearing conditions.
- Health & Biosecurity:** Implemented hatchery biosecurity measures, disease prevention protocols, and fish health monitoring practices.

Projects and Achievements

- Hybrid Grouper Research Project (Thailand –ECO Aquaculture Collaboration):** Led full-cycle research: experimental design, data analysis, scientific writing, produced thesis-level research on Hybrid Grouper as a promising aquaculture species for Saudi Arabia.
- Pompano Spawning Project – Project Leader (Red Sea – Technology Transfer):** Led the first successful Pompano spawning in Saudi offshore sea cages. Transferred SEAFDEC hatchery protocols from the Philippines to Red Sea cage systems.

Educational Qualifications

- MSc Marine Biology (Aquaculture) – King Abdulaziz University) | GPA 4.6** 2022–2025*
- BSc Marine Biology (Aquaculture) – King Abdulaziz University** 2018–2021
- English Language Studies – California State University-EB, USA (Summer 2018) | ELEC, Malaysia (Summer 2017)**
- Harvard Business School – Collaboration Across Functions (Learning Path in-person July-April 2025):**
Difficult interactions, negotiation, diversity, inclusion, belonging, and global collaboration.

LICENSES & CERTIFICATIONS

ADDITIONAL WORK EXPERIENCE

- SEAFDEC Hatchery Operations (Philippines, 2024)
- FAO Aquaculture Breeding & Genetics (2025)
- S2AQUAcoLAB Broodstock Management (2025)
- Certified Saudi G.A.P Inspector | PMP Training
- Laboratory & Biosafety Training (CITI Program – 2024)
- Business Model and Strategies (SIDF – 2025)
- ClickUp Expert Certificate – ClickUp, 2025
- Advanced Excel – Edraak, Feb 2024
- Boat Driving License
- Sales Representative: SMAL Aluminum Factory (2018–2021)
- Cashier: Sultan Supermarket (Ramadan 2021)
- Receptionist: Beach Palace Hotel (2019–2020)
- Crowd Organizer: APSG (2018–2019)
- Event Organizer: Al-Jawhara Stadium (2018)