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**GOAL:**

To become an exceptional, result-oriented and experienced farm manager, with a strong background of fish rearing and a solid grasp of aquaculture techniques; and to be part of an established organization, where I can apply my present skills and develop new skills in the most efficient and productive way.

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**KEY SKILLS AND COMPETENCIES:**

* Demonstrated excellent planning and work organization skills. I have got 5 years working experience at senior supervisory level and have thus gained technical skills on getting the job done.
* Comprehensive knowledge about fin fish farming in cages and ponds, 6 years working experience at Lake Harvest Aquaculture.
* Good communication skills at all levels (internal and external).
* Ability to oversee budgeting, reporting, production planning, and auditing of processes and procedures.
* Capable of understanding problems and formulating appropriate solutions. Improved the operational efficiency by putting in place systems for managing fish escapees at the cage sites and our survival rates increased by 20%.
* Ability to relate and work well within a multi-cultural environment. Has been numerously involved in training and educating staff on fish farming; as well as taking some field assignments in other countries like Zambia (Kariba Harvest Ltd).
* Good appreciation of health and safety hazards and responsibilities in aquatic fieldwork.
* Proficient in Microsoft Office – Excel, Word, PowerPoint; Aquamanager.

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**WORK EXPERIENCE:**

1. **Lake Harvest Aquaculture (Lake) – Kariba, Zimbabwe**

*LAKE OPERATIONS MANAGER - April 2020 – present*

**Daily and Monthly Responsibilities:**

* Planning, organizing, directing and coordinating all lake operations activities from fingerlings transfers to harvesting of fish and ensuring key performance indicators (KPIs) are in place and production targets are met (i.e., budgeted physical production number, survivals, production cycle times, FCRs etc.).
* Responsible for leading teams, inspiring and motivating employees to perform at their best through positive encouragement and incentive initiatives such as team of the month awards.
* Training of staff in accordance with their job requirements so that each team player works more efficiently. I have successfully trained and educated staff not only at Lake Harvest but in other countries (Kariba Harvest Ltd- Zambia) on good fish husbandry practices.
* Weekly, monthly, and annual progress reporting on all operations to senior management.
* Redeveloping of processes, including the rewriting of SOPs. I developed a new format of SOPs which has brought about improved consistency, efficiency and effectiveness as personnel got a better understanding of processes and their duties.
* Conducting cost reviews, providing input, reforecasting, and utilizing the financial budget optimally for attainment of profitable operations. Has developed several ongoing operational plans and measures to reduce costs and maximize efficiency in the business.
* Managing section resources, daily maintenance of fish cages and vessels, and maintaining of an asset register.
* Analysis of performance, initiating corrective actions and coming up with solutions where necessary.
* Maintaining of a safe and healthy work environment by establishing, following, and enforcing standards and procedures; complying with legal regulations.
* Ensuring that the section conforms to all regulatory requirements of responsible authorities in the country.
1. **Lake Harvest Aquaculture (Lake Operations) – Kariba, Zimbabwe**

*LAKE OPERATIONS COORDINATOR - January 2018 – March 2020*

**Career Experiences:**

* Coordinated all departmental day to day activities including fish feeding, fish feed orders and deliveries, fish movement from the ponds to the cages, lake logistics, cage construction and repairs, mooring, harvesting etc. Ensured that the fish are properly fed in the right time with the right quantity.
* Worked with team leaders, managers and department heads to learn departmental targets and goals. Have supervised a team of over 100 employees assigned to the section and successfully built positive relationships.
* Implemented fish health management plans which include disease diagnosis and treatment, veterinary consultations, disease prevention etc.
* Carrying out investigations and research to develop and maintain best practices and procedures on fish husbandry.
* Monitoring water quality in relations to temperature, dissolved oxygen levels, turbidity, pH and nitrates
* Ensured that biosecurity is adhered to at all levels of production.
* Ensured that all operations are carried out in an appropriate, cost effective way.
* Observing, reviewing and analyzing processes to identify inefficiencies and areas where improvements could be made.
* Delivering reports to department heads, management teams and boards of directors to provide insight into the overall efficiency of the department.
1. **Lake Harvest Aquaculture (Pond Operations)– Kariba, Zimbabwe**

TECHNICAL ASSISTANT- *January 2017 – December 2017*

**Career Experiences:**

* Conducted fish health monitoring and gave proper treatments as soon as possible.
* Implemented fish health management plans which include disease diagnosis and treatment, veterinary consultations, disease prevention etc.
* Supervised proper care of brood stock.
* Conducted research and development, to improve procedures and practices on fish husbandry.
* Carried out water quality monitoring i.e., temperature, dissolved oxygen levels, turbidity, pH, ammonia, ammonium, phosphorus, alkalinity, hardness and nitrites.
* Developed a Biosecurity plan and ensured that it is adhered to at all levels in production system.
* Performed routine monitoring of physical, nutritional, and chemical quality of raw materials and finished feeds and contacting third part laboratories for microbiological and other quality test.
* Worked with the production staff to develop and implement SOPs for the Farm and Lake Operations.
* Conducted internal audits, environmental and fish health assessments and managed audits by third party inspectors such as GLOBAL G.A.P.
* Determined staff training needs and trained all staff to meet their job specific requirements.
* Responded to all technical issues for the Farm and Lake operations and keeping the department heads informed on all the above.
1. **Lake Harvest Aquaculture (Pond and Lake Operations)– Kariba, Zimbabwe**

GRADUATE TRAINEE (Production)- *January 2015 – December 2016*

**Career Experiences:**

* Fishing gear maintenance.
* Fish breeding and feeding.
* Fish growth assessment.
* Fish movements and transfers from land to the lake.
* Water quality and fish health monitoring and management.
* Environment management.
* Fish data processing and production administration.
* Enforcement of Standard Operating Procedures in the department.
* Timeous compilations of reports.
1. **Tobacco Research Board (Entomology Department- Plant Health Services Division)– Harare, Zimbabwe**

ATACHEE- *July 2012 – July 2013*

**Career Experiences:**

* Diagnosis of disease, abiotic problems and pest problems and provision of recommendations for control.
* Conducted in-depth client-driven contract research that targeted at specific disease problems and insect pests.
* Monitored storage and field pest infestations.

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**PROFESSIONAL QUALIFICATIONS:**

***Midlands State University (MSU)- 2010 – 2014***

BSc Biological Sciences (Honours) Degree: **First Class (1)**

**AWARDS:**

* MSU Book Prize for obtaining first class Degree in BSc Biological Sciences (Hons) Degree.

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**OTHER TRAININGS ACQUIRED:**

1. SADC Regional Aquaculture mentorship program ***World fish (December 2017)***
2. Food Hygiene Certificate ***Multi- Manufacturers (July 2018)***

**OTHER AWARDS:**

* Long service award for completing five years of continuous service at Lake Harvest Aquaculture from January 2015 – January 2020

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**REFEREES:** (Shared upon request).