

Summary

- Grouper, seabass, milkfish, king crab and tilapia production
- 10 years of accumulated experience in Aquaculture, HR, Admin and Logistics
- Taken up units in MSc. Aquaculture, with thesis requirements remaining to run for graduation
- Systematic, organized, results and data driven

Esobel D. Jaen-Fernando Aquaculturist

Birthday: July 6, 1990
Gender: Female
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WORK EXPERIENCE

	Company name	Role	Duration	Responsibilities
6	Forever Oceans (4 months) <i>Fish Farm</i>	Production Manager (North Sulawesi Site, Indonesia)	Oct 2022 – Present	<ul style="list-style-type: none"> • Hands-on work • Production planning • Execution and implementation • Budget management • Facilities management • Training and coaching of employees • Revision and drafting of SOPs • Regular Reporting to President-Director • Setting up of management systems (for Hatchery, Supply Chain, Security, etc.) • Closely working with Panama, Hawaii, and Brazil Teams <p><i>Note: still setting up the plan for cages</i></p>
5	When In Baguio Inc. (2 years and 2 months) <i>Tech/Services</i>	Member, Board of Directors (Baguio, Philippines)	Jan 2022 – Present	Board voting and other approvals
		Management Consultant (Baguio, Philippines)	Dec 2020 – Dec 2021, part-time	<p>Advise on:</p> <ul style="list-style-type: none"> • Organizing and control of workflow processes • Human resource management; contracts for riders and partner merchants • Introducing and setting of key performance indicators; goal setting for departments • Data driven decision making and planning • Transition work from sole proprietorship to a corporation <p><i>Advised to launch a secondary mobile application while retaining the current market; now WIB Inc. has one super app and one delivery service app.</i></p> <p>Earnings increased to 200%++ in one year due to systems improvement. Offered to own a share in the company.</p>
4	Yalelo (1 year and 5 months) <i>Fish Farm</i>	Hatchery Process Improvement Consultant (Siavonga, Zambia)	Feb – Jul 2022	<ul style="list-style-type: none"> • Advise on Hatchery Systems Improvement and Hatchery Team Management • Water quality improvement • Generate weekly and monthly reports • Work closely with HR to improve knowledge transfer • Act as Hatchery Manager while training the Deputy Manager and Hatchery Team (120 employees) • Production of 8 million 3.5-gram fingerlings per month

		Hatchery Manager (Buikwe, Uganda)	Jan – Dec 2021	<ul style="list-style-type: none"> • Hatchery systems management (production planning, leading, organizing, control and troubleshooting) • Revise and implement SOPs (hatchery manual of processes and systems) • Conduct tests and experiments for the improvement of the hatchery • Coordinate with procurement team regarding logistics needed in the hatchery • Facilitate meetings within the hatchery • Generate regular reports (weekly, monthly, quarterly and annually) • Handle 70+ employees in two hatchery sites; team empowerment, training and coaching • Hands-on work in the hatchery (sexing of fish, sampling, fish transfers, etc.) • Production of 3.5 million fingerlings per month <i>The methods introduced and implemented in the hatchery has helped increase the survival rates from 40%+ to 80%+; Note that Lake Victoria is one of the most eutrophic lakes in Africa, and hence, has the most challenging water quality as per aquaculture experts / consultants (refer to Appendix 2).</i>
3	Mayamang Karagatan Inc. (6 years and 2 months) <i>Fish Farm</i>	Operations Manager (Pangasinan, Philippines)	Sept 2016 – Dec 2020	<ul style="list-style-type: none"> • Hatchery design and systems management for finfishes and natural food production, logistics, maintenance, security and manpower • Planning of production and other activities in the operations • Hands-on work in the hatchery • Design and execute tests for the improvement of the hatchery • Handle 40+ employees; coaching, mentoring and training of team members (also served as the Admin/HR OIC) • Prepare annual and monthly budget plans for operations • Close communication with Sales and Marketing for the disposal of products • Purchasing of logistics; communicate and coordinate with suppliers local and abroad • Communicate and collaborate with partners and stakeholders (local government, aquaculture and fisheries bureau, other private farms, partner universities and institutions) • Average production of 35,000 grouper fingerlings (3.5 inch) per month, 15,000 seabass fry (1.0 inch) per month – March to November • 15,000 crablets (0.5 mm) per month – December to February
		Hatchery Supervisor (Pangasinan Philippines and Bali, Indonesia)	Nov 2014 – Sept 2016	<ul style="list-style-type: none"> • Setup the farm • Supervise the production of green and tiger groupers, Asian seabass, milkfish and mud crab • Hands-on work in the hatchery such as breeding, tank management, cleaning, feeding, microscopy, egg measurements and other related activities • Conduct actual and estimated inventory of fish larvae and nursery • Conduct tests relevant to Finfish Production • Preparation of forms relevant to production • Collection of data relevant to production; analysis of collected data • Disposal of fingerlings produced; costing and preparation of quotations for fingerling disposal • Monitoring and inventory of supplies; purchasing of supplies for the section • Coaching, mentoring and training of team members; handle 9 technicians under Finfish Section
2	Century Pacific Foods Inc. (11 months) <i>Canning</i>	Quality Assurance Inspector	Jan 2014 – Nov 2014	<ul style="list-style-type: none"> • Monitor food processing / food handlers and ensure that the standards are followed • Conduct GMP auditing • Ensure the quality of the food products by conducting sampling of the said products, • i.e. collection of parameters such as salinity, qualifying of cans and lids, taste tests, checking the temperature of storage rooms and production areas, quality and correctness of labeling etc. • Provide approval for releasing of products

1	National Fisheries Research and Development Institute (1 year and 3 months) <i>Government Agency, Fisheries</i>	Research Assistant	Oct 2012 – Dec 2013	<ul style="list-style-type: none"> • Identify fish species found in Manila Bay • Fish biological analyses, i.e. gonad and fecundity analysis • Encode data on fish stock assessment using a database system • Technical reports/biological and resource assessment analysis • Present reports/updates about Save Manila Bay Project in conferences and seminars • Monitor data enumerators—check the validity of their data, monthly monitoring in selected Manila Bay landing centers (Bataan, Bulacan, Cavite, Metro Manila) • Organize trainings and seminars • Admin/clerical works
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EDUCATION

	Institution	Degree	Duration	Relevant Courses
2	Central Luzon State University	Aquaculture, MSc.	2017 – present	<ul style="list-style-type: none"> • Aquaculture Economics • Water Quality • Aquaculture Engineering • Management of Hatcheries and Related Facilities • Fish Nutrition • Parasites and Diseases
1	University of the Philippines	Biology, BSc.	2006 – 2012	<ul style="list-style-type: none"> • Marine Biology • Biochemistry • Organic Chemistry • Physiology • Anatomy of Vertebrates • Animal Behavior

REFERENCES

	Name	Relationship	Position	Institution/Company	Contact Details
1	Marc Verkuijl	Superior	Technical Production Director	First Wave Group (NL) Yalelo (UG / ZM)	mverkuijl@yalelo.ug
2	Rhina Lilibeth Perante	Superior	former Vice President / Executive Director	Mayamang Karagatan Inc.	+63 917 865 9006 rhina.perante@gmail.com
3	Dr. Jose Abucay	Professor	Professor	Central Luzon State University	+63 977 809 2610 jsa328@yahoo.com
4	Dr. Westly Rosario	Mentor	former Center Chief	BFAR – National Integrated Fisheries Technology Development Center	+63 917 830 0812
5	Roberto Ballon - <i>Ramon Magsaysay Awardee (Asia's Nobel Prize)</i> - <i>UN Climate Change PH Representative</i>	Mentor	Fish Farmer Environmentalist	KGMC (Kapunungan sa Gagmayng Mangingisda sa Concepcion)	+63 936 440 6190 FB Messenger
6	Quennie Morales Bilugan	MSc Classmate	former MSc Student	Central Luzon State University	+63 917 146 4193
7	Regjel Frans Balingit	Direct Report	former Hatchery Supervisor	Mayamang Karagatan Inc.	+63 935 113 3595

APPENDIX 1: TRAININGS AND CERTIFICATIONS

TRAININGS AND SEMINARS ATTENDED	PROVIDER	LEVEL	NATURE OF PARTICIPATION	LOCATION	DATE ATTENDED	
Leadership	EVERY NATION LEADERSHIP INSTITUTE	Local	Participant	San Carlos, Pangasinan, Philippines	2018 - 2019	Sept 2018 – Sept 2019
Problem Solving and Decision Making	ANCILLA	Local-based	Participant	Alabang, Muntinlupa, Philippines	2018	May 15-16
Wastewater Treatment	XYLEM	International	Participant	BGC, Taguig, Philippines	2017	Oct. 11
Space Management	POWERMAX CONSULTING GROUP INC.	Local-based	Participant	Makati, Philippines	2017	Jul. 20
Developing the Leader Within You by John Maxwell	INSPIRE	Local-based	Participant	EDSA Shangri-la, Philippines	2016	Oct. 18-19
Trainer's Training on Siganid and Seabass Breeding and Culture Management	BFAR-NIFTDC	Regional	Participant	Dagupan, Pangasinan	2016	Sept. 28-30
Culture of Microworms	BFAR-NIFTDC	Regional	Participant	Dagupan, Pangasinan	2016	Aug. 16
Advanced Supervisory Development Program	ANCILLA	Local-based	Participant	Makati, Philippines	2016	Feb. 10-11
Supervisory Development Program	ANCILLA	Local-based	Participant	Makati, Philippines	2015	Aug. 18-19
Effective Business Communication	ANCILLA	Local-based	Participant	Makati, Philippines	2015	Jul. 22-23
Training on Hybrid Grouper Management	CV DEWATA LAUT	International	Trainee	Bali, Indonesia	2015	May 14 - July 10
Training on Hybrid Grouper Management	Balai Besar Riset Budidaya Laut dan Penyuluhan Perikanan (BBPPBL)	International	Trainee	Bali, Indonesia	2015	Feb. 17 - Apr.18
Phycology, Food Organism, Grouper and Siganid Broostock Management	MSU NAAWAN	Provincial	Trainee	Misamis Oriental, Philippines	2015	Jan. 13 - Feb. 6
Marine Finfish Hatchery Operations	SEAFDEC	National	Trainee	Tigbauan, Iloilo, Philippines	2014	Dec. 1-19
Natural Food Operations	SEAFDEC	National	Trainee	Tigbauan, Iloilo, Philippines	2014	Nov. 19-28
Manila Bay Project Meeting and Planning Workshop	BFAR-NFRDI	Regional	Participant	Quezon City, Philippines	2013	Nov. 3-6
Fisheries Status Presentation and Training Workshop on Data Collection and Fish Biology	BFAR-NFRDI	Regional	Presenter	Tacloban, Leyte, Philippines	2013	Jul. 23-27
Training Workshop on the Reproductive Biology of Selected Dominant Fish Species in Manila Bay	BFAR-NFRDI	Regional	Staff	Quezon City, Philippines	2013	Apr. 22-25
Gender Sensitivity Training	BFAR-NFRDI	Local-based	Participant	Quezon City, Philippines	2013	Mar. 13
Meeting Workshop: Evaluation of Data Results for Manila Bay Project 2012 Annual Report Preparation	BFAR-NFRDI	Regional	Presenter	Quezon City, Philippines	2012	Dec. 17-18
Training Workshop under Manila Bay Fisheries Resources and Ecological Assessment Project	BFAR-NFRDI	Regional	Participant	Quezon City, Philippines	2012	Sept. 26-28
Advancement training on computer usage and application	BFAR-NFRDI	Local-based	Participant	Quezon City, Philippines	2013	Nov. 14-15



YALELO
UGANDA'S #1 FISH

Butembe Village, Buikwe District, Uganda

FAREWELL ESOBEL



Please join me in bidding farewell to our Hatchery Manager **Esobel Jaen** who will be leaving the Company effective 17th December 2021.

Esobel joined Yalelo Uganda in January 2021, where she turned around a struggling Hatchery Department. During her tenure, she improved survival rates from 40% to 80%.

She streamlined Protocols and Procedures, built a competent and confident team that resulted in increased efficiency.

Esobel has also been instrumental in improving biosecurity measures that have resulted into improved fish health. .

We would like to thank Esobel for her immense contribution and wish her well in her future endeavors.



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Yalelo Uganda

www.yalelo.ug

From: Shivan Tandekwire Sibal, Employee Relations Manager

Can be verified with **Marc Verkuil**, Yalelo Technical Production Director (reference # 1, page 3)