

THE UNITED REPUBLIC OF TANZANIA



PRESIDENT'S OFFICE

PUBLIC SERVICE RECRUITMENT SECRETARIAT

Ref.No.9/259/01/A/545

02nd June, 2024

1.0 BACKGROUND INFORMATION

On behalf of Tanzania Fisheries Corporation (TAFICO) Public Service Recruitment Secretariat (PSRS) invites dynamic, proactive, experienced and suitable qualified Tanzanians to fill five (5) vacant posts of Manager of Manager of Planning and Public Private Partnership Unit, Manager of Fishing Operation, Manager of Fish Processing and Marketing Unit, Manager of Aquaculture Production Unit and Head of Quality Assurance and Environmental Management Unit

2.0 TANZANIA FISHERIES CORPORATION (TAFICO)

Tanzania Fisheries Corporation (TAFICO) is established under the President Establishment Order, 2019 following the Government decision to revoke the Tanzania Fisheries Corporation which has been in operation for the past 23 years. Initially, TAFICO was established through Public Corporation Act No. 17 of 1969 that was published in the Government Gazette Notice No. 58 of 1st March 1974 under Government Order No. 11 of 14th February 1974. The objective of re establishing TAFICO is to develop the fishing industry in the country.

POST	MANAGER OF PLANNING AND PUBLIC PRIVATE PARTNERSHIP UNIT
EMPLOYER	TANZANIA FISHERIES CORPORATION (TAFICO)
REPORTS TO	CHIEF EXECUTIVE OFFICER
DUTIES AND RESPONSIBILITIES	<ul style="list-style-type: none"> i. To prepare Public Private Partnership (PPP) guidelines for the Corporate according to the PPP Act; ii. To identify potential PPP arrangements on fishing operation and production, fish processing, in service contract and related contracts; iii. To supervise and administer Feasibility Studies, contracts and provide link between private sector and Corporate; iv. To monitor implementation progress of PPP funded projects within the Corporate and advise accordingly; v. To conduct interim, mid-term and long term monitoring and evaluations of PPP contracts; vi. To prepare plans, budgets, strategies and advise the Management on their implementation; vii. To mobilise financial resources from internal and external sources; viii. To collect and analyse information to provide basis for making informed decisions on the future direction; ix. To prepare periodic performance reports on monthly, quarterly, mid-year and annually basis for Corporate; and x. To prepare and implement Monitoring & Evaluation framework and system. xi. To perform any other official duties as may be assigned by the immediate supervisor.
QUALIFICATIONS	Holder of Master Degree in one of the following fields: Planning and Economics, Economics, Statistics, Project Planning and Management, Finance and Investment Planning.
WORK EXPERIENCE	Must have working experience of at least eight (8) years, out of which two (2) years should be in a Senior Position.
AGE LIMIT	Not more than fifty (50) years.
TERMS OF EMPLOYMENT	Permanent and Pensionable
REMUNERATION/ SALARY SCALE	PGSS 13
APPLICATION TIME LINE	Twenty one (21) days from the date of the advertisement

POST	MANAGER OF FISHING OPERATION
EMPLOYER	TANZANIA FISHERIES CORPORATION (TAFICO)
REPORTS TO	CHIEF EXECUTIVE OFFICER
DUTIES AND RESPONSIBILITIES	<ul style="list-style-type: none"> i. To plan, maintain and implement fishing routines and types of fishing; ii. To keep routine records on fishing gear, vessel and crew; iii. To prepare maintenance and cleanliness schedule for fishing gear; iv. To acquire required permits to undertake fishing activities; v. To carryout fishing (include harvesting of aquatic flora) in the natural water bodies in Tanzania such as Inland waters, Territorial Waters, the Exclusive Economic Zone (EEZ) and High Seas as well as in other countries depending on the acquired permits according to Fisheries Legislation; vi. To design, make, maintain and repair fishing gears on land and on board vessels; vii. To acquire required accessories for fishing gears; viii. To prepare and implement Vessel Management Guidelines, plan, routine check-ups, servicing, repairs and maintenance to facilitate fleet operations; ix. To facilitate and maintain crew safety on board vessel and on land according to established standards; x. To facilitate provision of first aid, life-saving and catering services for fishing fleet and crews; xi. To prepare and implement maintenance and cleanliness schedule for vessels; xii. To maintain safety for vessels at sea, anchorage and on port; xiii. To collaborate with the Fisheries Competent Authority regarding Fisheries Observers, Inspectors, Vessel Monitoring Systems and

	<p>fisheries resource data for Fisheries Statistics;</p> <p>xiv. To facilitate dry docking of vessels;</p> <p>xv. To identify, acquire and maintain facilities and accessories required for proper functioning of cold storage, ice plant, floating jetty, electrical equipment and other related machinery on land and on board vessels;</p> <p>xvi. To produce and supply ice for own use and for other users;</p> <p>xvii. To provide technical support and produce spare parts and services for running of vessels and machinery;</p> <p>xviii. To provide advice to Corporate on technical services;</p> <p>xix. To maintain land based transport vessels to facilitate smooth marketing to distant markets within and abroad; and</p> <p>xx. To perform any other official duties as may be assigned by the immediate supervisor.</p>
QUALIFICATIONS	Holder of Master Degree in one of the following fields: Marine Engineering, Mechanical Engineer, Master - fisherman, Nautical Science or Marine Science. Must be registered with relevant Profession
WORK EXPERIENCE	Must have working experience of at least eight (8) years, out of which two (2) years should be in a Senior Position.
AGE LIMIT	Not more than fifty (50) years.
TERMS OF EMPLOYMENT	Permanent and Pensionable
REMUNERATION/SALARY SCALE	PGSS 13
APPLICATION TIME LINE	Twenty one (21) days from the date of the advertisement.

POST	MANAGER OF FISH PROCESSING AND MARKETING UNIT
EMPLOYER	TANZANIA FISHERIES CORPORATION (TAFICO)
REPORTS TO	CHIEF EXECUTIVE OFFICER
DUTIES AND RESPONSIBILITIES	<ul style="list-style-type: none"> i. To identify processing lines and prepare process flow diagrams and implement them during processing of fish, fish products, aquatic flora and products of aquatic flora; ii. To process fish, aquatic fauna and flora, and their products; iii. To handle fish, aquatic fauna and flora, and their products according to quality assurance standards; iv. To identify Critical Control Points (CCPs), prepare Hazards Analysis and Critical Control Points (HACCP) plans; v. To prepare schedules for review of HACCP plans, select and train HACCP team; vi. To implement HACCP Plan, for each step of fish handling and processing lines in fish handling premises; vii. To prepare training schedule, programmes and train staff concerned with processing of required products according to quality assurance standards; viii. To identify, acquire and maintain equipment, facilities and accessories for fish handling; ix. To control quality of fish, fish products, aquatic flora and products of aquatic flora according to standards and guidelines in place at different processing steps, from receiving of raw material to the packaging, storage and market; x. To prepare, Review and maintain Traceability Plan for re-call of the product due to consumer complaint or for internal verification; xi. To develop and implement marketing strategy for products; xii. To prepare and implement Customers Service Charter for

	<p>handling customers;</p> <p>xiii. To promote provision of cold storage services and supply of ice for other users;</p> <p>xiv. To sell fish, fish products, aquatic flora and products of aquatic flora and monitor product delivery;</p> <p>xv. To identify requirements for local and export markets;</p> <p>xvi. To carry out market surveys, develop and execute marketing plan and maintain database of customers;</p> <p>xvii. To promote the Corporate products and services;</p> <p>xviii. To carry out market research and market intelligence;</p> <p>xix. To propose interventions and service improvements to meet customer needs and expectations;</p> <p>xx. To develop pricing strategies for products or services marketed to the target customers;</p> <p>xxi. To coordinate development and review of prices, fees and charges;</p> <p>xxii. To oversee the development of sound marketing services; and</p> <p>xxiii. To maintain schedule of land based transport vessels to facilitate smooth marketing to distant markets within and abroad; and</p> <p>xxiv. To perform any other official duties as may be assigned by the immediate supervisor.</p>
QUALIFICATIONS	Holder of Master Degree in one of the following fields: Food Science and Technology, Agriculture Economics, Business administration and Marketing, Fish Processing, Fisheries Economics or Aqua Business
WORK EXPERIENCE	Must have working experience of at least eight (8) years, out of which two (2) years should be in a Senior Position.
AGE LIMIT	Not more than fifty (50) years.

TERMS OF EMPLOYMENT	Permanent and Pensionable
REMUNERATION/SALARY SCALE	PGSS 13
APPLICATION TIME LINE	Twenty one (21) days from the date of the advertisement.

POST	MANAGER OF AQUACULTURE PRODUCTION UNIT
EMPLOYER	TANZANIA FISHERIES CORPORATION (TAFICO)
REPORTS TO	CHIEF EXECUTIVE OFFICER
DUTIES AND RESPONSIBILITIES	<ul style="list-style-type: none"> i. To plan production schedules for aquaculture production unit and evaluate their profitability; ii. To undertake daily management activities for aquaculture production unit; iii. To produce and/or facilitate acquisition of quality seed required for stocking in aquaculture unit and/or market; iv. To produce and/or facilitate acquisition of quality feed for aquaculture production unit and/or market; v. To construct and/or facilitate acquisition of aquaculture production systems including ponds, cages, recirculation systems, aquaponics for aquaculture unit and/or market; vi. To construct and facilitate acquisition of required cages for aquaculture unit and/or market; vii. To ensure biosecurity of aquaculture facilities and provide veterinary services to aquaculture unit and/or market; and viii. To perform any other official duties as may be assigned by the immediate supervisor.

QUALIFICATIONS	Holder of Master Degree in one of the following fields: Science and Aquaculture, Aquatic Sciences, , Mariculture, Aquatic Environmental Science or Marine Science.
WORK EXPERIENCE	Must have working experience of at least eight (8) years, out of which two (2) years should be in a Senior Position.
AGE LIMIT	Not more than fifty (50) years.
TERMS OF EMPLOYMENT	Permanent and Pensionable
REMUNERATION/SALARY SCALE	PGSS 13
APPLICATION TIME LINE	Twenty one (21) days from the date of the advertisement.

POST	HEAD OF QUALITY ASSURANCE AND ENVIRONMENTAL MANAGEMENT UNIT
EMPLOYER	TANZANIA FISHERIES CORPORATION (TAFICO)
REPORTS TO	CHIEF EXECUTIVE OFFICER
DUTIES AND RESPONSIBILITIES	<ul style="list-style-type: none"> i. To develop and review Quality Manuals:- Good Manufacturing Practises (GMP); Good Hygiene Practises (GHP); HACCP; Standard Operation Procedures (SOPs); and Guidelines for quality assurance of fish, fish products, aquatic flora and products of aquatic flora; ii. To adopt standard for quality assurance of fish, fish products, aquatic flora and products of aquatic flora; iii. To prepare and implement Annual Quality Control inspection and audit schedule; iv. To inspect fish and fishery products, premises, facilities, means of transportation, fish and fish products, aquatic flora and products of aquatic flora according to laid standards within Corporate;

	<ul style="list-style-type: none"> v. To maintain adherence to national, regional, international and export markets on quality standards of fish, fish products, aquatic flora and products of aquatic flora; vi. To implement the requirements of Environment Management Act; and vii. To collaborate with the responsible Environmental Authority to integrate environmental issues related to fisheries activities within the Corporation. viii. To perform any other official duties as may be assigned by the immediate supervisor.
QUALIFICATIONS	Holder of Master Degree in one of the following fields: Science and Aquaculture, Aquatic Sciences, Food Science and Technology, Agriculture Economics, Aquatic Environmental Science, Mariculture, Marine engineering, Mechanical Engineering or Marine Science
WORK EXPERIENCE	Must have working experience of at least eight (8) years, out of which two (2) years should be in a Senior Position.
AGE LIMIT	Not more than fifty (50) years.
TERMS OF EMPLOYMENT	Permanent and Pensionable
REMUNERATION/SALARY SCALE	Substantive Salary Scale
APPLICATION TIME LINE	Twenty one (21) days from the date of the advertisement.

3.0 GENERAL CONDITIONS

- i. Applicants must attach an up-to-date Curriculum Vitae (CV) having reliable contacts; postal address/post code, e-mail and telephone numbers.
- ii. All applicants must be Citizens of Tanzania.
- iii. All applicants must be Public Servants for the job position.
- iv. **People with disabilities are highly encouraged to apply and should indicate clearly in the portal for Public Service Recruitment Secretariat attention;**
- v. Applicants should apply on the strength of the information given in this advertisement.
- vi. Applicants must attach their certified copies of the following certificates: -
 - Postgraduate/Degree/Advanced Diploma/Diploma/Certificates;
 - Postgraduate/Degree/Advanced Diploma/Diploma transcripts;
 - Form IV and Form VI National Examination Certificates;
 - **Professional Registration and Training Certificates from respective Registration or Regulatory Bodies, (where applicable); and**
 - Birth certificate.
- vii. Attaching copies of the following certificates is strictly not accepted: -
 - Form IV and Form VI results slips; and
 - Testimonials and Partial transcripts.
- viii. An applicant must upload a recent Passport Size Photo in the Recruitment Portal;
- ix. An applicant employed in the Public Service should route his application letter through his respective employer;
- x. An applicant who is retired from the Public Service for whatever reason should not apply;
- xi. An applicant should indicate three reputable referees with their reliable contacts;
- xii. Certificates from foreign examination bodies for Ordinary or Advanced level education should be verified by The National Examination Council of Tanzania (NECTA);
- xiii. Professional certificates from foreign Universities and other training institutions should be verified by The Tanzania Commission for Universities (TCU) and National Council for Technical Education (NACTE);
- xiv. A signed application letter should be written either in Swahili or English and Addressed to Secretary, Presidents Office, Public Service Recruitment Secretariat
P.O. Box 2320, Utumishi Building-University of Dodoma and Dr. Asha Rose Migiro Buildings - Dodoma.
- xv. Deadline for application is **22nd June, 2024;**
- xvi. Only shortlisted candidates will be informed the date of interview; and
- xvii. Presentation of forged certificates and other information will necessitate legal action.

NOTE: *All applications must be sent through Recruitment Portal by using the following address; <http://portal.ajira.go.tz/> and not otherwise (This address also can be found at PSRS Website, Click '**Recruitment Portal**')*

Released by:

**ACTING SECRETARY
PUBLIC SERVICE RECRUITMENT SECRETARIAL**

